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San Francisco. Police Department.

"INQUIRY INTO THE ALLEGATION THAT SUPERVISOR MAHER INTERFERED WITH THE ADMINISTRATION OF THE POLICE DEPARTMENT"

Interviews & Media Coverage

February- March 1993

Captain John Willett
Special Investigations Division

Inspector Bob Huegle
Officer Sandi Bargioni

Darlene Rohm
Marie Tolentino
Rowena Tano
Rowena Cuizon

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SECTION 2.401

NON-INTERFERENCE IN ADMINISTRATIVE AFFAIRS

EXCEPT FOR THE PURPOSE OF INQUIRY, THE BOARD OF SUPERVISORS SHALL DEAL WITH THE ADMINISTRATIVE SERVICE FOR WHICH THE CHIEF ADMINISTRATIVE OFFICER IS RESPONSIBLE, SOLELY THROUGH SUCH OFFICER, AND FOR ADMINISTRATIVE OR OTHER FUNCTIONS FOR WHICH ELECTIVE OFFICIALS OR BOARDS OR COMMISSIONS ARE RESPONSIBLE, SOLELY THROUGH THE ELECTIVE OFFICIAL, THE BOARD OR COMMISSION OR THE CHIEF EXECUTIVE OFFICER OF SUCH BOARD OR COMMISSION CONCERNED.

NEITHER THE BOARD OF SUPERVISORS, NOR ITS COMMITTEES, NOR ANY OF ITS MEMBERS SHALL DICTATE, SUGGEST, OR INTERFERE WITH APPOINTMENTS, PROMOTIONS, COMPENSATIONS, DISCIPLINARY ACTIONS, CONTRACTS, REQUISITIONS FOR PURCHASES OR OTHER ADMINISTRATIVE RECOMMENDATIONS OR ACTIONS OF THE CHIEF ADMINISTRATIVE OFFICER, OR OF DEPARTMENT HEADS UNDER THE CHIEF ADMINISTRATIVE OFFICER, OR UNDER THE RESPECTIVE BOARDS AND COMMISSIONS. THE BOARD OF SUPERVISORS SHALL DEAL WITH ADMINISTRATIVE MATTERS ONLY IN THE MANNER PROVIDED BY THIS CHARTER, AND ANY DICTATION, SUGGESTION OR INTERFERENCE HEREIN PROHIBITED ON THE PART OF ANY SUPERVISOR SHALL CONSTITUTE OFFICIAL MISCONDUCT; PROVIDED, HOWEVER, THAT NOTHING HEREIN CONTAINED SHALL RESTRICT THE POWER OF HEARING AND INQUIRY AS PROVIDED IN THIS CHARTER.

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Interview from: 2-24-93 thru

(1) On Tuesday, February 23, at 1600 hours, I met with Deputy Chief Lau and Commander Philpott. They assigned me the "inquiry into the allegation that Supervisor Maher interfered with the administration of the Police Department."

(2) I selected Inspector Huegle and Officer Bargioni to conduct the investigation.

(3) I phoned City Attorney George Riley. I asked him for help.

(4) On Wednesday at 0900 hours, the team met with City Attorney Riley. We discussed the focus and direction of the inquiry.

(5) Officer Bargioni will brief you on our findings.

Taped interviews taken from:

*Chief Anthony Ribera

*Officer Joanne Welsh

*Officer Rose Melendez

*Officer Carl Tennenbaum

*Lieutenant Sam Craig

Sergeant Jerry Senkir

Captain Jim Molinari

Deputy Chief Tom Petrini

Deputy Chief Frank Reed

Deputy Chief Fred Lau

Commander Diarmuid Philpott

Captain John Newlin

Lieutenant Melinda Pengel

Commander Jim Arnold

Clerk Frank Osife

Also, a tape of Supervisor Bill Maher's press conference.

*Interview transcribed and included in this report.

INTERVIEW OF

CHIEF ANTHONY RIBERA

HUEGLE: Today's date is February 24, 1993. The time is 11:16 AM. We're presently in the Chief's Office of the San Francisco Police Department. I'm Inspector Bob Huegle. Also in the room is Chief Tony Ribera. Also in the room is Officer Sandi Bargioni. And also in the room is Captain John Willett.

Captain Willett, myself and Officer Bargioni are attached to Special Investigations Division of the San Francisco Police Department and this interview is being conducted in the Chief's Office at this time by us three parties present and also the Chief of Police.

WILLETT: I'm Captain John Willett and Chief, what we're going to be doing is asking you some questions and what we have been charged with is conducting a fact-finding and an investigation into allegations that you've made about Supervisor Maher and the section in the Charter that we're going to be conducting this investigation is 2.401 and has to do with non-interference in administrative affairs. And I just want to read this one little section out of that section.

"Neither the Board of Supervisors nor its committees nor any of its members shall dictate, suggest, or interfere with appointments, promotions, compensations, disciplinary action, contracts, requisitions for purchases, or other administrative recommendations or actions of the Chief, the Administrative Officer, or of Department Heads under the Chief Administrative Officer, or under the respective boards and commissions."

Do you understand what we're going to be investigating here, Chief?

RIBERA: Yes, I do.

WILLETT: Okay, thanks. I want to give you the opportunity if you'd like to have a representative or your attorney present while this interview is being conducted. Would you like to have that?

RIBERA: No.

WILLETT: Okay. Also, Chief, you're going to be interviewed by three investigators--myself, Investigator Huegle, and Investigator Bargioni. Do you have a problem with that?

RIBERA: No.

WILLETT: We're going to ask you a whole series of questions, but what I'd first like you to do is, in a narrative form, outline what your allegations are in reference to the interference by Supervisor Maher.

RIBERA: Okay. Since becoming Chief in November, Supervisor Maher and I had what I think would be generally perceived as a friendly relationship; and he had a very active interest in the Police Department and personnel in the Police Department. During the first two months of my administration, that interest was basically in, what I would say, suggestions, insights that he might have had, and things that he, personnel decisions, personnel moves that he may have thought were good or not good or people that he thought were good or not good. And, due to my friendly relationship with him, I didn't perceive it as a problem at that time. However, events that took place in the month of January clearly, in my mind, crossed the line from friendly suggestions to violations of the Charter section 2.401.

What happened was this. The week of January 11th, Officer Welsh went on vacation and Chief of Staff Sam Craig and myself made the decision to put Carl Tennenbaum in for the week to replace Officer Welsh. During that week, Officer Tennenbaum did a very good job, not only in the eyes of Lieutenant Craig and I, but several people from the media commented that he had done a good job.

That office had traditionally been a two-officer assignment under previous Chiefs. Lt. Craig and I talked about it and we said we had decided that we would use Carl Tennenbaum in there on an as-need basis and he would still technically be assigned to the Chief's Office but he would help out in there if Off. Welsh was off or if there was an increase in workload for a press conference or something of that nature.

During the week of January 25th, Maher came by several times and talked to me and Lt. Craig, separately, about transferring Off. Tennenbaum. The extent of his allegations were that Tennenbaum was setting Joanne up. I'm not sure what he was setting her up for, but he was setting her up is what Bill had said. He also said that Carl was a leak to the P.O.A. and that he couldn't be trusted. I had advised him several times that Carl had worked for three other Chiefs prior to me and that I could see where not everybody would be enamored with his personality--he was a solid guy that did a good job--and, in addition to that I wasn't doing anything that I was hiding from the P.O.A. I know that his best friend is Al

RIBERA: (cont.) Triguero and I suspect they talk about things that I do. I don't really have a problem with that. I don't perceive this as a secret operation and nothing that Carl and I work on is of a sensitive nature that, maybe, your office does, you know, some of these cases. So I wasn't worried about it.

On the day of the 29th, Maher called me. Well, let me go back to the 28th. On the 28th, Lt. Craig--I'll be honest with you, I did not realize the problem was that serious, by January 28th. We had a lot of other things going, a lot of, you know, this is a very busy office. I kind of felt Lt. Craig was handling things and there was a confrontation in here involving Off. Welsh where she accused me and Lt. Craig of setting her up and that I was interviewed on in the case relative to her allegations. But it's related in this in that the next day Maher called me several times. Specifically I remember his saying that he was going to switch sides, that he was no longer going to be my friend, and that he was going to switch sides.

BARGIONI: That was on the 28th or the 29th?

RIBERA: 29th.

BARGIONI: Okay.

RIBERA: He called me three times as I was going home on the 29th on the car phone. I think the first time I explained to him again that I wasn't going to transfer Carl. The second time he called me up and said he was going to switch sides. And then the third time he called me up and said we've been friends a long time, you know, we've got to work things out.

WILLETT: When he specifically asked you and told you that he was going to switch sides, did you explore that?

RIBERA: You know, I presumed, and I'm reading into this because I don't know . . . I believe that he not only meant switching sides from me but also from the Mayor, like going over to somebody who may be the Mayor's rival, and being against us, me and the Mayor.

WILLETT: That was the feeling you got?

RIBERA: Yeah, and I can't say anything specifically that he said and I don't remember the Mayor's name coming up. But it was like he was saying I'm going from Democrat to Republican, or from this party to that party, that's kind of what I surmised from it.

WILLETT: Was that the first time that you ever perceived a threat, and was that a threat, a veiled threat, to you?

RIBERA: Yes. I mean it was, he also said he was declaring war. So, yes, it was a threat. In terms of what he could do to harm me, he wasn't specific, other than switching sides.

WILLETT: His statement that you recall was that he was declaring war, or was it just that . . .

RIBERA: Switching sides and declaring war. I remember specifically both those things, because I thought they were bizarre statements.

WILLETT: How did that conversation end?

RIBERA: I probably told him to get ahold of himself, and see you later, and hung up. I don't specifically recall. But he did call me back later and said that he wanted to work things out.

HUEGLE: Was that back at your home that evening, Chief? Or those were telephone conversations . . .

RIBERA: No, I think I was out that Friday night, the 29th. In fact, yes, I was out. What happened that night, I was out and my wife received a call from Off. Welsh regarding the letter that she sent me which is part of the other investigation.

HUEGLE: She sent you a letter?

RIBERA: No, she talked to my wife about the letter she sent me. I got the letter the next day. She dropped it off Saturday morning.

WILLETT: What did she tell you, tell your wife?

RIBERA: You know, that basically I wasn't supporting her.

WILLETT: Did she ask for your wife to intercede in her behalf?

RIBERA: Yeah, I think that was the general crux of it, yes.

HUEGLE: Was this conversation at your house with Off. Welsh and just your wife?

RIBERA: Yeah, it was on the telephone.

HUEGLE: Just on the telephone, not in person.

RIBERA: Right.

HUEGLE: Okay.

RIBERA: So the next day I read the letter and called Off. Welsh back. I said you're not going to be transferred. I said that her work was satisfactory, that wasn't a problem. If it's not working out with Carl, I'd keep him in the Chief's Office, you know, let's not make this a bigger deal than it is. So, basically, I was, she would be independent over there and Carl would be working in the Chief's Office. And any overflow of workload would just come to staff, Carl or Eric or Rose, or whoever it was. Rather than him specifically, it would come to the Chief's Office.

HUEGLE: Was she satisfied with that?

RIBERA: She didn't sound real happy. I mean, we didn't hang up on each other. We weren't openly hostile. But she, my impression getting off the phone without remembering specifics of what she said, is that she still wasn't happy about it. I felt, well, I'm being reasonable, and that's all I can be. Again, I have felt all along that this problem had grown way out of proportion and it was taking much too much of my time. (Phone rings.) I'll turn that off. It taking up much too much of my time and, you know, if she was going to be mad at me, she was going to be mad at me, and things would have to work out and I would talk to Sam Craig who basically is her immediate supervisor.

On that day, the 30th, Maher called me a couple of times at home. And starting to insist that Tennenbaum go, that he had to be transferred.

HUEGLE: All the way out of the office?

RIBERA: All the way out of the office. And this is at the point where I felt he had crossed the line. I mean, here I had, in my mind, made a reasonable accommodation for a personality clash, if you want to call it that, and now that wasn't enough, he wanted him transferred out of the Chief's Office. And he phoned me at home a couple of times.

WILLETT: Did you tell him that you weren't going to do that or did you . . .

RIBERA: Yes, I told him absolutely not, absolutely not. February 1st through the 3rd he continued calling me at work, continued to talk about Carl being a leak and I got to get rid of him and he's undercutting Joanne, he wants

RIBERA: (cont) her job, you know, I kept insisting that he put it to rest. And, finally, on the 3rd, which was a Wednesday, I basically told him, yeah, I'm tired of this and I'm not going to deal with it anymore, Carl's staying, and if you don't like it, it's too bad. And I didn't hear from him for a couple of days.

That Saturday, the 6th, the Chinese New Year parade, I went, during the parade I went by the Command Post in the Holiday Inn to check with Capt. Martel and Billy came in to the Command Post. And he extended his hand and said how are you Chief, and I shook hands with him, and he says you think we can get together for lunch next week. And I says yeah, fine, but give me a call and we'll get together. So, again, I falsely assumed this thing had been put to rest.

On the 10th, which was Wednesday, he called me and he says can I have ten minutes of your time. And I said, I says yeah, I said I'll be around for awhile. And he came over shortly, seemed like a minute or two. I suspect he was in the building when he called me. He came in and he said Tennenbaum has to go, that Supervisor Carol Migden and I are calling for public hearings into the misconduct of Off. Tennenbaum in the Chief's Office.

WILLETT: When he came in on this date, he came in, did Joyce announce him? Did you go outside the office? Then were you behind closed doors?

RIBERA: I forget who escorted him in. I do remember he was sitting right where I'm sitting and after he said that I said I'm tired of dealing with you, you have violated the Charter. I said as far as I'm concerned I'm not going to deal with you anymore, get out of here. I opened the door and he just sat there. I says get out of here or I'll have these two officers escort you out. At which time he got up and left. He called me back a short time later and I hung up on him. He called me back a little while later and said uncle. And I indicated to him that, no uncle, that he had pushed this issue too far.

HUEGLE: When you say uncle, Chief, you mean he just said the word uncle?

RIBERA: Uncle, yeah.

HUEGLE: Okay.

RIBERA: And that meant he had seen the report I wrote to Louise Renne, the letter I wrote to Louise Renne.

WILLETT: Did at any time did he make, can you recall, in his own words a specific threat? In regards to your removal of office? Or regards to any action that he was going to take against you?

RIBERA: Directly to me, no.

WILLETT: Did he do it to anyone else?

HUEGLE: To your knowledge?

RIBERA: I believe he did to John Newlin.

WILLETT: To John Newlin?

RIBERA: Yes.

HUEGLE: Do we have any idea when that was, Chief?

RIBERA: In that same time frame, yeah.

HUEGLE: The same time frame of that same day?

RIBERA: Probably the first week in February, the first or second week in February, I'm not sure.

WILLETT: Did John Newlin tell you that?

RIBERA: Yes.

WILLETT: Did you have anyone else that told you that he was going to take action against you, personally?

RIBERA: You know, I don't believe so. You know, he went to several people and talked to them. He went to Supervisor Alioto. And I know Joanne talked to several people from City Hall. But in terms of him specifically saying that he was going to get rid of me or something to that effect, no.

HUEGLE: Chief, how do we know that he, how did you find out that he went to see Supervisor Alioto?

RIBERA: Because I called Supervisor Midgen, who I know, to ask her what this was about public hearings regarding Tennenbaum. And she related to me that, number one, she didn't know what I was talking about. Number two, she doesn't have a working relationship with Supervisor Maher, and that he was obviously not telling me the truth. So it was basically an idle bluff. I presume that he used Supervisor Midgen's name because of her concern with feminist issues. Perhaps

RIBERA: (cont) to give credence to his bluff. But, going by what she said, and I certainly believe her, she was in no way involved.

But, just to answer your questions regarding Supervisor Alioto, I believe its Jim Molinari that told me later that Billy had said that he and Angela were going to call for hearings. And I called Supervisor Alioto and she just said that she was going to meet, I believe she said with Joanne and Bill regarding the allegations and so forth and that she would talk to me about it later. And then she said that she was just going to leave it in the hands of the Police Commission. She felt that that was the appropriate forum. So I didn't press her for specifics of who had said what to her.

WILLETT: Chief, I'm going to get into specific questions now. And we'll be directing those questions, what I'd like you to do, and what we're concerned about is getting to the facts and what we talked about before is that we're working under the direction of the Police Commission. What I'd like for you to do is answer these questions truthfully. And I'd like you to answer the questions directly.

In regards to the news articles, newspapers, have you been following the Chronicle, the Independent, and the Examiner articles that have been written about this?

RIBERA: Pretty much so, yes.

WILLETT: Quotations that you have made within those newspapers, do you recall any incidences where you were misquoted?

RIBERA: Specifically, I can't think of any off the top of my head.

WILLETT: Regards to, what we're going to be also discussing with you, is regards to TV interviews that you also made. Do you recall any conflicts or anything that when you stated, in statements that you made in TV interviews, where you might have been misquoted or there may have been some conflict that you made?

RIBERA: Not that I can think of off the top of my head. You have to understand, John, that there has been so much information that has gone through my head in the past month regarding this issue, so many interviews, and not only formal interviews, attorney interviews and everything else, that without refreshing my memory, a lot of these things are starting to run into each other in terms of time and who was there and so forth.

WILLETT: That's understandable. One of the things that I wanted to make sure, because part of the evidence of this entire investigation that we're conducting is, of course, going to be letters, telephone calls, news articles, quotations from news articles, TV quotations, all of that's part of the investigation and all of it's part of the evidence. So what I wanted to do was give you an opportunity if there was any corrections that you wanted to make that you could come up off the top of your mind that . . .

RIBERA: Well, the only thing that I'm thinking of now that you're, I may have said something to the effect of him threatening my job to the media. And in terms of remember specifically him saying I'm going to have your job and so forth, certainly his threats, the switching sides and this and that and the other thing, implied that, and I do feel that, I got that message from him. In terms of the specific context, I can't recall the specific context. Now, maybe if you showed me the interview and what I said and the time frame, it could jog my memory. But I can't recall this specific context of him saying . . .

WILLETT: Did he ever state to you that he put you in the job and that he can take you out of the job?

RIBERA: He did make, he did mention, make a statement to me regarding not only he but Off. Welsh's role in getting me the Chief's job. Again, trying to remember precisely whether it was a phone conversation or exactly when he made that statement, but certainly the implied authority of his around here was that he was, for lack of a better word, my mentor or my, the guy that had lobbied on my behalf. Which he probably did to some degree; however, I firmly believe that the decision was made independent of him. I think there was a lot of lobbying going on in the Chief selection process and some people may have had more influence than others. But knowing my personal relationship with Judge Low, Frank Jordan, and Joe MacNamera, I don't think either of the three were influenced by Billy.

WILLETT: All right. One of the things that, in order for these allegations to stand, we have to be very specific, and we need to try and get your specific recollection of what he said. We've gone over a couple of statements that we talked about what he specifically stated, but I think, if I recall correctly, I think there were some statements that were attributed to him in regards to putting you in the job and being able to take you out of the job. At this point in time, can you recall him ever making that statement?

RIBERA: Yes, I can recall him at different times specifically about getting me in the job, and specifically about taking the job away from me, I think that was more implied than said, saying in those exact terms. The only context I remember him specifically using that, at this point in time, is what Newlin told me, not him directly saying that I'm going to fire you or whatever.

WILLETT: We're going to go back and we're going to interview Newlin and then we may come back to you and ask you some followup questions on that.

RIBERA: Okay.

WILLETT: All right, now we're going to go into some, a list of questions that we have here that we'd like you to respond to. How long have you known Bill Maher?

RIBERA: I met him at a lunch with Joanne Welsh probably September.

HUEGLE: Of last year, Chief?

RIBERA: 92, yes.

HUEGLE: 92.

RIBERA: I shouldn't say that. He was on the Finance Committee when I was going the budget, but I never had any personal interaction with him. I mean I just, you know, we'd go there and testify. My first personal interaction with him was with this luncheon, probably September of 92.

WILLETT: Who was at that luncheon?

RIBERA: Just Billy, Joanne, and I.

BARGIONI: But if you go back, let me just take you back a minute, because if you go back to when you were going before the Finance Committee, was that when you were over in Fiscal?

RIBERA: Yes.

BARGIONI: And that's going back two, three . . .

RIBERA: Yes.

BARGIONI: Okay. But you didn't have a, there wasn't even really a working relationship at the time.

RIBERA: No, no. In fact, some members of that committee I would have, you know, like Hallinan, I used to chat with him on different issues, and Kevin Shelley, but I don't recall an incident of ever talking one-on-one with Maher up until this luncheon.

WILLETT: You were appointed Chief November 9, 1992, is that correct?

RIBERA: Right.

WILLETT: In September, some date, you don't recall the specific date, you went to a luncheon in '92 with Supervisor Maher and . . .

RIBERA: Right. Possibly could have been August, but I think it was September.

WILLETT: Okay. At that luncheon, was it just a social engagement or were there some discussions in regarding the Chief's position that came up?

RIBERA: No. Oh, wait a minute, wait a minute. It must have been before that, 'cause it was about the P.O.A. contract. So it had to be before that. Because the P.O.A. contract went to the, when'd it go to the Board, July or August, something like that?

WILLETT: Uh-huh.

RIBERA: So it had to be earlier.

WILLETT: So at the luncheon was the discussion, he was a supervisor, he was on the Finance Committee, and the topic came up, the P.O.A. contract?

RIBERA: Right.

WILLETT: What was the, what was . . .

RIBERA: The women's issues relative to the contract. My major problem was that, with Maher and Welsh at that time, was that the contract negotiations had been an open process. It had been an open process and everybody knew about it and nobody had ever been turned away. Virtually, whether you were an employee group or not, everybody was welcome to come to the negotiating process. And many of us, myself included, spent a great deal of time and effort negotiating that contract. And I didn't like the eleventh hour caveat being brought in to the process. I kind of, I thought it was kind of blackmail, myself. And I did not like it as a

RIBERA: (cont.) tactic. And I had told Joanne that and I told Bill that. And they explained the issues relative to women. I didn't have a problem with the issues. I just had a problem with the way they had brought it forth.

WILLETT: What was Joanne's position at this luncheon? Was she representing the women's organization, as a secretary, or was she a friend of yours that was bringing Maher to intercede?

RIBERA: She was a friend, yeah. And I guess she knew that I was the Chief's representative to the process, to the negotiating process.

BARGIONI: Where were you working at the time, do you know?

RIBERA: Fiscal.

BARGIONI: You worked at Fiscal then.

HUEGLE: Where was she working at the time, Chief?

RIBERA: I think she was at Mission, but I'm not absolutely certain. She was in civilian clothes at lunch.

WILLETT: What was your rank?

RIBERA: I think I was Captain by then, John. I think it was, you know, I think it was last summer, the summer of '92. So we're talking about a couple of months before the Chief's business got started.

WILLETT: Were you an active candidate for the Chief at that time?

RIBERA: You know, I'm not clear on the time frame. You know, we could probably find out what the time frame was. And when we had the hearing up in Room 551, Maher was at that hearing and I talked to him at that hearing. Carl Bunch was there. My inclination is that, no, I don't think they had opened the process up yet.

WILLETT: You had applied for Chief prior to this time that you were selected? You'd had a previous, went through the process for this?

RIBERA: With Casey?

WILLETT: Right.

RIBERA: Yeah, when Casey got in, I did.

WILLETT: Uh-huh.

RIBERA: Yeah.

WILLETT: Yeah, he did.

RIBERA: Yeah.

WILLETT: Okay. And so, when this process was developed, you were also going to be a candidate?

RIBERA: Yes.

WILLETT: Okay. What was your understanding at the first meeting that you had with Joanne and Bill Maher, what was your understanding of the reason for the meeting? Did she introduce him? And what was the relationship that Joanne had with Maher?

RIBERA: Well, I mean, they were obviously allies and friends. And he was concerned about the issues. They were friendly and he was apparently her, her point person, or the Women's Network's point person on the Board regarding their contract concerns.

BARGIONI: Did you feel they had strictly a professional relationship at that point or were you getting the feeling that it was more of a social relationship?

RIBERA: You know, I didn't give it any thought.

BARGIONI: Okay.

RIBERA: I didn't think about it.

HUEGLE: Did you have any feeling at that time, Chief, that they were more than just counterparts in hearing then?

RIBERA: I guess not. Because I didn't think about it. You know, I just, you know, Joanne is very, very into politics, so it's not, it wasn't out of character for her to be friendly with politicians.

HUEGLE: Did she call you to arrange the lunch?

RIBERA: Yes.

HUEGLE: Did she ever, had she ever done that before, to arrange a lunch with you to meet with any other people in the City government or position?

RIBERA: Not that I can recall.

HUEGLE: Any time after that, the initial one with Maher, did she ever do that?

RIBERA: Not that I can recall, no.

WILLETT: Do you have copies of all of the letters and all of the correspondence that went to the Mayor to lobby for your position as Chief of Police?

RIBERA: No.

WILLETT: Do you know where that material may be?

RIBERA: I would assume the Mayor's Office, Jim Lazarus was, I know that he kept the files, he kept the files on the selection process. I know that because one day I was talking to him and he had a bunch of them on his desk.

WILLETT: Who was involved in the selection process?

RIBERA: Well, when I was interviewed it was just Lazarus and the Mayor. And then I was, and then I was subsequently interviewed by the entire Commission.

WILLETT: Prior to you being selected, did Joanne and you have any meetings in regards to your position if you were selected to be the Chief of Police?

RIBERA: She, you mean like what job she wanted or anything?

WILLETT: Those type of things, and then what you were going to be, what role you were going to be taking in affirmative action supporting the women's group, all those kind of things that she outlined in her letter in support of you. Did you have any meetings and discussions about that?

RIBERA: I talked to Joanne several times. She and many other people were advocates that I get the Chief's position. You know, I have a copy of a letter that her and Rose Melendez wrote. In terms of talking to her about specifics, I don't really recall any such conversations. Not to say that none existed, but I don't recall, you know, out at Mission, she wasn't out there when I went out there as a Captain. You know, sometimes people would come by and talk to me about Ed Jeeter or Con Johnson, but I don't remember specific conversations with her. But, again, it's not to say that they didn't exist because she was an advocate and she was also somebody who was interested in politics, much more so than I am.

WILLETT: When did she first express to you a desire to be the Public Affairs officer?

RIBERA: When Casey was Chief.

WILLETT: And what was your position at that time?

RIBERA: She told me that she felt that she could do a good job and that she was up on the P-1 list and that Jerry needed help. And I recollect that I talked to Jerry and he said he needed help and that he would have no problem with Joanne. And I mentioned it to Chief Casey and he says I'm not going to put anybody else in there at this time. And that was the end of it. I told Joanne, I said he's not going to put anybody else in there.

WILLETT: Were you working Investigations or were you working . . .

RIBERA: No, this was when I was over in Fiscal. This wasn't a real long time before he left office. Probably, Fall of '91, something like that.

WILLETT: Prior to or during the time that you applied for the position, did Supervisor Maher ever interfere or indicate to you that he was in a position to influence the Mayor in the decision-making process? Now this is prior to you getting the select, being selected for the Chief.

RIBERA: Right. Maher thinks of himself as a king-maker. There's no question about that. He's always bragging about his influence. Whether it be influence with the Mayor, influence with other people of the Board of Supervisors. That's his style. And I think everybody that knows him knows that. And I don't think people take it too seriously. In terms of this influence that he may or may not have had, specifically him telling me, I don't . . .

WILLETT: Did you have any conversations with him prior to your selection of Chief of Police that indicated to you that he was going to support you, support you in that endeavor?

RIBERA: Oh, yeah. He told me that he definitely thought that I was the best candidate for the job and he thought that I was somebody that could work well with the Mayor.

WILLETT: Did he make any suggestions to you, or did he discuss Joanne's role in your administration prior to your selection?

RIBERA: I don't recall him talking about Joanne's role, no. I don't recall that.

WILLETT: Do you recall Joanne ever talking to you in regards to what role she would be playing in your administration?

RIBERA: You know, at some point in time, I assumed that she wanted the Public Affairs job.

HUEGLE: Did she ever specifically ask you that, Chief?

RIBERA: The only time I can specifically remember was when I talked to Casey about it.

HUEGLE: Okay.

RIBERA: But, you know . . .

HUEGLE: Any time after that? It never came up?

RIBERA: I don't recall it coming up. But at some point in time I reached my own conclusion it would be a good thing to bring her in for two reasons. Number one, I thought she had the skills to do a good job in there. And, number two, is she had a good working relationship with Bob Forsythe, the Mayor's Public Affairs guy.

BARGIONI: Can I back you up for a minute?

RIBERA: Yes.

BARGIONI: 'Cause I just want to get clarification on something. When the Captain asked you about Maher's feeling any way that he could have some influence over the Mayor, you said that he pretty much likes to throw around that image and get people to perceive that he does have that influence. Did you feel that he's just kind of bragging about himself? Or did you feel that, even the fact that he was kind of mentioning to you that maybe he could influence the Mayor, did you think maybe that was out of line or that this is just real typical Bill Maher type of conversation?

RIBERA: Well, the thing is, Sandi, my relationship with the Mayor is much closer than it ever was with Bill Maher.

BARGIONI: Okay.

RIBERA: So, I mean it'd kind of be like me asking you to lobby John Willett on my behalf.

BARGIONI: Okay.

RIBERA: I mean, he knows me. There's nothing you can tell him about me that's going to influence the way that he thinks about me. So I didn't, I mean, obviously the more people in power that supported me, you know, the nicer it would be. But I did not actively solicit people's endorsements or things of that nature. Certain friends of mine, I know there were some letters written. I know Jim Ferguson from the Firefighters wrote a letter on my behalf. Jim and I have been friends for over twenty years. Other people . . .

WILLETT: Let's get back to the direct questions. We talked about the interference in regards to prior to becoming Chief. And we're going to try and stick with Maher. Did he ever indicate to you that he would be able to help you get the Chief's job?

RIBERA: Well, I think that he implied that his power was a great deal more significant than it was. So, in that sense, I don't remember him specifically saying anything that he would get me the Chief's job. But I think that he always kind of implied, well, at our, you know, at our next meeting I'm going to talk to people, I'm going to do this, I'm going to do that.

HUEGLE: Chief, was this, I'm sorry, a recommendation or what he said, did he ever say that he's going to give one recommendation to the Mayor for Chief of Police and that was going to be you, and he was not going to recommend anyone else?

RIBERA: Well, I don't remember him specifically saying that. But that was certainly my understanding.

HUEGLE: Did you feel that he was . . .

RIBERA: I felt that he was clearly supporting me.

HUEGLE: There was no other support that he was going to give to any other candidate?

RIBERA: No.

HUEGLE: Okay.

RIBERA: No. And, you know, I kind of had that feeling that several members of the Board of Supervisors, although they never specifically said it.

WILLETT: After you were selected, did he claim that in any way that he had, in fact, influenced the Mayor for your selection and your choice to be Chief?

RIBERA: Only the recent events in regards to the statement that he made to Newlin and things that he implied to me while we were having this feud over Tennenbaum. Things like I owed him.

WILLETT: Owed him for what?

RIBERA: Owed him for getting me the Chief's job. Specific statements, you know, I can't put my finger on one instantly.

WILLETT: After you were appointed Chief, did Supervisor Maher recommend Joanne's position as Press Relations Officer to you?

RIBERA: I don't ever recall talking to Billy about Joanne's position prior to me giving it to her because I had planned on giving it to her and I'm sure shortly after I got appointed I must have communicated that to her. Or shortly after I got word that I was going to be appointed. Specifically, I don't recall the conversation, but, I mean, I'm sure I did.

HUEGLE: That was after your selection, Chief, or before your selection?

RIBERA: No, I mean, obviously it wasn't mine to give before my selection..

WILLETT: Did he ask or did he try to influence your judgment on making any other appointments to any other people in positions? Did he or Joanne ask or try to influence you?

RIBERA: Well, he . . .

(END OF TAPE 1, SIDE 1)

WILLETT: End of tape and took a little break to get some water and refresh yourself. How do you feel now?

RIBERA: Fine.

WILLETT: Okay. Prior to this incident, did you feel, or do you think Maher felt that there was an open-door policy between your office and him?

RIBERA: He may have assumed that.

WILLETT: When he would come to your office, would he feel comfortable entering without knocking or making . . .

RIBERA: No.

WILLETT: . . . talking to your secretary or anything else like that?

RIBERA: Definitely not.

WILLETT: Okay. How were you normally, how would you greet him? As a friend . . .

RIBERA: Well, up until the return from Hawaii, yes, it was friendly. You know, we went to a football game together. We socialized together a couple of times.

HUEGLE: That would be just yourself and Supervisor Maher?

RIBERA: The football game--myself, Supervisor Maher, and my son and one of my son's friends, four of us. And socializing, we went out and celebrated the appointment of John Newlin as Director of Parking and Traffic with Joanne and Billy.

WILLETT: Now when you say we, who was in that group?

RIBERA: John, Billy, Joanne, and myself.

WILLETT: Did you and Supervisor Maher and Joanne and your wife ever socialize together?

RIBERA: Yes, they came by the house on, I think, two occasions--but one for sure. Joanne has known my wife for a long time. And my wife and Joanne have been friends for a long time. You know, we were at their wedding when her and Dan got married.

WILLETT: And that stems all the way back from when she worked for you in Investigations or in the Mission or . . .

RIBERA: Mission, and she was a recruit under my direction, you know, under my supervision at the Academy.

WILLETT: We'll get into how long you've known Joanne, that relationship, a little bit more.

RIBERA: Well, I don't want to go into that too much.

WILLETT: Okay.

RIBERA: My attorney told me to, not . . .

WILLETT: Avoid that?

RIBERA: . . . to talk about that. That was pretty much covered by Commander Philpott's investigation.

WILLETT: Okay. Getting back to that one question. After you were appointed to the Chief, did Maher try to influence, or actually influence any appointments that you considered, or make either to remove or appoint any people?

RIBERA: Well, yes, Jerry Senkir. After a time it became, you want me to expound on that . . .

WILLETT: Before we right into that, I just have a couple of other questions that I want.

RIBERA: Okay.

WILLETT: Here's one that I really would like to clear up, okay. Was there ever an agreement, okay, between you and Maher that Welsh would get the Media Officer job and then you would be appointed the position of Chief of Police?

RIBERA: No.

WILLETT: Was there ever any agreements between you and Supervisor Maher for his support that you would make certain decisions in regard to any personnel in your administration?

RIBERA: No.

WILLETT: Prior to, never?

RIBERA: No.

WILLETT: Okay. Did he ever indicate to you after your appointment that he felt that there was some kind of agreement?

RIBERA: Just the previous mentioned insinuations during the Tennenbaum debate that, you know, that I seemingly owed him something.

WILLETT: Was his indications of what you owed him Joanne Welsh's tenure and her position as Public Affairs Officer?

RIBERA: No, at that time it was just transfer Tennenbaum.

WILLETT: Now, did he ever indicate to you that there was a quid pro quo in regards to his support and your selection as Chief of Police?

RIBERA: Not before the fact. Actually, it never, it never, any, the things that he would ask me to do never appeared to be that way. It appeared to me that he was making suggestions based on his legitimate interest in the Police Department up until the Tennenbaum incident.

WILLETT: Did other people, did other Supervisors, did other people make similar suggestions? And did you take input from them the same way and same level that you were with Supervisor Maher?

RIBERA: To some degree. Kevin Shelley got real involved in 911. And I have a very good relationship with Kevin. And, you know, I took his suggestions in a, you know, in a positive, friendly way. But, and that's the way they were given, you know, I mean, it was given, the suggestions regarding 911 were given in terms of trying to solve the problem and what can we do to make this thing right. It wasn't in terms of any sort of a veiled threat. And I think that's what separates the Tennenbaum issue from all the rest.

WILLETT: If he made suggestions and you didn't agree with them, we're talking about Supervisor Maher, how would you react, how would he react upon learning of your disagreement?

RIBERA: He doesn't respond well to disagreement. And sometimes he pouts, sometimes he gets mad. Over the first couple of months of my administration, we disagreed on a few things and he would indicate that he was annoyed, but certainly not in terms of threats or anything of that nature. So, I think when you're friendly with somebody, you talk to somebody a lot, you're going to have disagreements. And I can't, right off the top of my head, I can't think of specifics, but I do remember a few issues where we disagreed. I can remember the Jerry Senkir issue certainly is one that comes to mind.

WILLETT: Okay. We're going to get to that Jerry Senkir thing right now. Chief, I'm just reading you this statement here and I want to get your response to it. Chiefs commonly appoint close friends and trusted associates to various positions. Yet in the press you apologized to Jerry Senkir and commented about regretting that you allowed Maher and Welsh to influence and pressure you. Can you go into greater detail about your perception of how they affected this influence? And not only their perception, how you believe what statements that they led, stated to you for you to make the decisions that you made in regard to the transfer of Jerry Senkir.

RIBERA: Well, at first there was no problem. Then, you know, just minor personal interaction problems between Joanne and Jerry, and then Maher started calling me. Well, I shouldn't say started calling me, because I would talk to him frequently. He started saying Jerry is a leak to the P.O.A., he's, you know, you can't really trust him, he's undercutting Joanne over there, you ought to get rid of him. And he did that on at least a minimum of three different occasions. Joanne, I mean, it was obvious that she was under stress over there, that she was not functioning well with Jerry. And Jerry could feel it. And Jerry and I talked about it. And then, finally, I had a long talk with Jerry about it and Jerry said, hey, I'd just as soon go to Juvenile, forget this, you know, it's just not worth it, something to that effect. And I agreed with him and he transferred to Juvenile.

HUEGLE: Did you feel Jerry wanted to stay there, Chief?

RIBERA: Not under those circumstances. I think Jerry liked the job but not under those circumstances. Jerry felt as uncomfortable with it as, apparently, Joanne did.

HUEGLE: Was it your intention when you brought her in there, though, that she was going to replace Jerry in that position?

RIBERA: My intention was to leave them both there.

HUEGLE: Was to leave them both there. You were going to, as co-equal . . .

RIBERA: No, Jerry's a sergeant.

HUEGLE: Jerry's a sergeant. But that was your intention, that she was not going to take his place.

BARGIONI: Can I just ask in regards to that, then, being that he was a sergeant, he had been there for quite some period of time.

RIBERA: Right.

BARGIONI: I take it had never had any problems?

RIBERA: No, Jerry's very competent.

BARGIONI: Okay. Why the decision was made that he would be the one to move? Was it because he just suggested that it would be easiest that way? Or did you feel that there was pressure coming from Maher or from Joanne?

RIBERA: Well, I will say this, the pressure at that time, you know, again, I was new at the job and I think I was a bit more naive in November than I was in January. But it wasn't in terms of the threats that I felt that I was receiving in the Tennenbaum situation, you know, the switching sides and going to war and all that baloney. It was more in terms of doing the right thing. But I never felt it was really the right thing, but I knew it was an uncomfortable situation for both of them. And one of the things that I was concerned about, like I've mentioned to you earlier, one of the reasons why I brought Joanne in originally was because of her good working relationship with Bob Forsythe.

BARGIONI: Who's he again?

RIBERA: He's the . . .

WILLETT: He was press.

BARGIONI: Okay, press.

RIBERA: So I think your question is why did I lean to her instead of Jerry at that point in time. And, you know, I didn't think of it in those terms, but I guess that might have had something to do with it. And, certainly, the pressure had something to do with it, in hindsight. You know, at the time we were doing so many things with all the captains' reassignments and everything, I probably didn't give the situation as much thought as I should have. I didn't think as much about the implications as a I should have.

BARGIONI: Up until this letter that she wrote, did she ever make statements on her own to you? Or did she ever go through Department procedure when she had personnel complaints? Or did she always go through Maher?

RIBERA: No, she talked to me earlier about some things. Yes, she talked, she didn't always go through Maher. No, that would not be fair to say. No, she didn't.

WILLETT: Chief, on the Jerry Senkir thing, did you have an opportunity to review, or did you see the news coverage of your statement to the press?

RIBERA: I saw it when it came out, yes.

WILLETT: You looked very emotional at that time. Were you feeling emotional when you said that?

RIBERA: Yeah, Jerry's a friend of mine, and I, I think that I should have been more considerate of him. I mean, just talking about it now, I think that . . .

WILLETT: How long were you a friend of Jerry's?

RIBERA: Since '79.

WILLETT: Did you, you apologized on the press in regard to your transfer.

RIBERA: Uh-huh.

WILLETT: Did you call him before and tell him that you apologize?

RIBERA: No.

WILLETT: Did you call him afterwards and tell him you'd apologized?

RIBERA: No. No.

WILLETT: Why didn't you do that?

RIBERA: I think it's an awkward situation for both Jerry and I. When we had the conversation just before his transfer, it was awkward for both of us. And, you know, I do plan, you know, in fact I was thinking about it just last week, about going out to Jerry, with Jerry for lunch when all this is over. I mean, one of the reasons why it's awkward right now is because, I mean, obviously I have problems of my own, and why all of a sudden are you concerned about me just because you have problems. I think it'd be much more meaningful if after this beef passes I call up Jerry and go to lunch with Jerry. It would almost be like I'm asking him for support now, while I'm in a crisis. And I don't want to do that. Certainly he doesn't owe me any support and I don't, I wouldn't feel comfortable asking him for it. When this beef is over, I certainly plan on getting together with him.

HUEGLE: So there's been no contact with him?

RIBERA: No. I haven't even seen him.

WILLETT: In your mind right now, do you feel that Supervisor Maher influenced you in regards to the transfer of Jerry Senkir.

RIBERA: My tape just went off.

(TAPE IS MOMENTARILY TURNED OFF)

RIBERA: You want to repeat the question, John?

WILLETT: We're going to go back and we're going to talk about your state of mind right now. Do you feel that Supervisor Maher influenced or pressured you in order to transfer Jerry Senkir?

RIBERA: Yes.

WILLETT: Do you believe that he interfered in the Police Department's functioning when he asked you to transfer Jerry Senkir?

RIBERA: You know, I think it's marginal back then. The reason I say it's marginal because there was no threats. It was more in terms of strong suggestion. And I would say that in terms of a clear Charter violation, I would think that it probably isn't there, because there was no, at least I didn't feel any threat. It was more just conveying information to me which would make me think that transferring Jerry would be the best thing to do.

WILLETT: You will go as far as to say that he influenced you?

RIBERA: Oh, I will say that the conversations that I had with both he and Joanne certainly influenced me and that it made me aware that there was a problem over there, that they were not getting along, and that something had to be done about it.

WILLETT: Did you feel that you were pressured?

RIBERA: Well, certainly, my inclination on something like that would be, you know, on personnel decisions, would be to move slowly. And I felt that based on what they had told me that I had to take action relatively quickly.

WILLETT: And you regret those actions now?

RIBERA: I regret them in that I think I should have been more, more considerate of Jerry and put more weight into the job that he had done for prior Chiefs in that position.

WILLETT: In light of your statements to the press, is it in your judgment that your transfer and the influence and the pressure that was applied to you, is it in your judgment now or your opinion now that that, release of that information may have brought discredit upon the Department?

RIBERA: You know, I think because of the way that Jerry and I discussed it personally, I don't think it brought discredit on the Department. I think it was a, at that point in time, my first month as Police Chief, I think it was a judgment call that I made that if I had to do it over again, I wouldn't have made it the way that I did.

WILLETT: The Chief's position, as you know it, is a . . .

RIBERA: Let me remind you, John, you're not investigating me, you're investigating Bill Maher.

WILLETT: Yeah.

RIBERA: There has been no allegations made of me regarding misconduct in the transfer of Jerry Senkir.

WILLETT: Chief, I understand that. And I understand exactly who we're investigating. But what I'd like to do is, I'd like to cover this area. If you feel uncomfortable with the questions that I'm proposing to you, I'm asking you to ask, I'd be happy to have you just say no, I don't want to answer that question, let's move on to another issue.

RIBERA: Okay.

WILLETT: As soon as you feel uncomfortable about that, okay? And if any questions that I ask you that you don't want to respond to, just tell me you don't want to respond to it. And any time that we want to conclude this interview, we can do that, too.

RIBERA: Okay.

HUEGLE: Chief, did you ever get a direct statement or question from Supervisor Maher that he wanted Jerry Senkir transferred out of that unit?

RIBERA: He did, like I say, we had at least three conversations regarding Jerry and the basis of all three of them were that I should move him out.

HUEGLE: Okay.

BARGIONI: Once that happened and after Jerry was transferred, did you think at that point that Maher was really starting to exhibit some control? And I mean, now, looking back, now we're in February and looking back on the events that have transpired since that transfer took place, culminating with this most recent incident, in your mind do you feel at that

BARGIONI: (cont.) point he really felt that he could, he was applying pressure, he was successful and he could control you or what was happening in the office? What I'm trying to get you to do is look at what you think his perspective is on this.

RIBERA: Yeah, I mean, I think what you're asking me, Sandi, is the monster that came in here on the 26th, was that somewhat created by me?

BARGIONI: No, no. But in his mind, does he think, okay, I want you to look, really kind of perceive what was going on in his mind. Do you think that maybe he perceived that he had now created that monster?

RIBERA: Well, I think that certainly, I embraced his friendship and I listened to his concerns. So for him to think that he had some degree of influence over me, yeah, it would probably have been a realistic assumption. And I think what happened is, the reason that I brought up the Jerry Senkir issue when I did, is because it wasn't until then that it became vividly clear to me. I mean, what I did at that time, I didn't go home that night and say to my wife, well I just messed over a friend. Because I didn't perceive it as that at the time. I perceived it as it later as I saw how this whole thing evolved. And it was not until they got back from Hawaii and the Tennenbaum thing that I realized that it was inevitable that I had to draw the line in the sand.

BARGIONI: Well, they were almost doing the same thing over again, from what you said from your original statement in regards to the allegation and, I mean, they were literally doing the same thing again with Tennenbaum, but your position and the way you responded to it was quite different.

RIBERA: Right. And it had nothing to do, it certainly has nothing to do with my relationship with Tennenbaum over Senkir; I can assure you that. I think what it is, is a combination of two things. My growing into the position of the Chief's job and having more confidence in myself and my security in the job and so forth. And secondly, I think that it started to become apparent from what, not only from my personal interactions with Billy, but one of the things that he was starting to do which bothered me was he was going to other people, other staff people, you know, Molinari, Craig, I believe he went to Commander Philpott, and I think he tried to connect with Mindy Pengel. These things I found totally unacceptable.

RIBERA: (cont.) In one of his phone calls of that week, prior to the Chinese New Year, he said that he wanted me to have a staff meeting, he wanted to address, he wanted, he said I want you to call your whole staff together, I want to have a staff meeting, I want to talk to them. And I told him, bullshit, I'm not going to call my staff together for you. My staff meets with me, not outside people. If you have some concerns that you want me to address, you tell them to me. And if I think they should be addressed, I'll address them.

BARGIONI: Did he tell you why he wanted to do that?

RIBERA: Well, I presume it had to do with Joanne's position. But I didn't let him get that far.

WILLETT: Chief, I imagine this started when Joanne was given the position of Public Affairs Officer and Bill Maher felt that he had something to do with that. Do you think that he felt that he had something to do with putting her in the position of Public Affairs Officer?

RIBERA: I don't think Joanne felt that way. And I sure didn't feel that way. Whether he did or not, I don't know. But, let me tell you this, John, which is another new dimension to the thing that, I don't think it became clear to me until shortly before they went to Hawaii. I did not know they were an item. I mean, I thought that their relationship was political. You know, they were both really into politics and wheeling and dealing. I did not realize that they were . . .

WILLETT: Boyfriend/girlfriend.

RIBERA: Yeah. I did not realize that. I certainly didn't realize it when the Senkir issue came up.

WILLETT: When did you first realize that they were?

RIBERA: I would say late December, early January. We went, when Newlin got appointed, we went out that night and, you know, I certainly didn't know it then. Although he did take her home. I took Newlin home.

HUEGLE: Did either one of them, Chief, ever mention to you that their relationship was more than a working relationship to you and that it was on a personal level?

RIBERA: Yeah, yeah, at one point in time he said to me, when I told him it was none of his business, he says it is my business when the woman I love stays up all night crying and she's sleeping on the couch. I assumed from that statement that they were cohabitating.

WILLETT: Do you know when that occurred?

RIBERA: You know, I think that's in the letter that I sent to Commission and I may have attributed a date to it. But off the top of my head, it was . . .

WILLETT: Was it around one of these incidents that it occurred?

RIBERA: Certainly since they got back from Hawaii. All the significant things have all occurred since the 15th of January.

WILLETT: In hindsight looking back, do you feel that when Maher first started supporting you for the Chief's position and Joanne's appointment and he was probably coming to you at that time, from what my understanding of your statement is, is that he was coming to you making suggestions which is the normal course that the Chief may get from an advocate's, you know, in support of people, and there wasn't anything out of line with what he was doing. He was coming in making suggestions about, you know, perhaps Joanne should be appointed to this or perhaps this other person, you might want to think about this in the Police Department, similar . . . Is that correct, that that was the relationship?

RIBERA: You know, I don't recall him making any suggestions about personnel decisions other than, you know, prior to when I became Chief and Jerry Senkir..

WILLETT: Okay.

RIBERA: You know, certainly I, he never made any recommendations to me about the Command Staff or about what Captain should be in charge of what station.

BARGIONI: Does it feel like most of the suggestions that he made somehow always went back to or had something to do with Joanne?

RIBERA: Well, in hindsight . . .

BARGIONI: Yeah, looking at it now.

RIBERA: Yes, yes. The only statements he would make regarding people other than as it related to Joanne would be people that he considered, that he may consider political enemies or stuff like that. You know, he would talk about the agnostics and crap like that. He had the fixation that a former Mayor has a government in hiding somewhere . . .

HUEGLE: Chief, you mentioned Sam Craig, Rose Melendez, Lt. Pengel and Commander Philpott were contacted by Maher at some point after this. Did these people tell you that?

RIBERA: Well, I know that Billy has talked to Molinari, Melendez, and Craig on several occasions. The context of those conversations I'm not quite sure.

HUEGLE: Is that in person or phone calls? Do we have any idea?

RIBERA: Yeah, in person and phone calls. I've seen him around here, certainly, talking to Craig and Melendez and I believe he's talked to Molinari in person.

HUEGLE: Would that be on and off duty?

RIBERA: No, I think here.

HUEGLE: It would all be here.

RIBERA: Yeah. I mean, they'll all be glad to answer any questions you have. I didn't specifically question them about what he said or what he didn't say.

HUEGLE: Has he talked with any of your personal staff in regards to anybody that, on your personal staff at all since this happened?

RIBERA: Well, I think he's talked to Rose . . .

HUEGLE: Other than Rose.

RIBERA: . . . and Sam.

HUEGLE: And Sam. Has he talked to Joyce or any other . . .

RIBERA: I don't think so. You can ask her. I didn't ask her.

WILLETT: Chief, now we want to get to specific witnesses of what we were just discussing here. In regards to the people, we have Molinari, Craig, Melendez, and Newlin that you know Maher contacted. And Philpott.

RIBERA: And Philpott, and I think he also tried to contact Pengel . . .

WILLETT: And Pengel.

RIBERA: . . . regarding promotion of Frank Osife, the secretary over there. I don't know the particulars of it, but, you know, again, I, hopefully your investigation will bring this out. But my understanding is that Joanne went over to Personnel and talked to somebody about getting this guy promoted. I had made a commitment to Ed Harrington after the Lieutenants and Captains appointments that I would not promote anybody this fiscal year, with the possible exception of the dispatch center, you know, things related to 911. So my inclination was not to promote him. But they didn't talk to me about it. She went over there, now this is, I believe Lt. Craig told me this, but I'm not sure. Apparently she went over there and they said no, and then Maher called over there to talk to Pengel. And whether he did or not, I'm not sure. Maybe he talked to . . .

BARGIONI: Was she going over just to make an inquiry if this person was going to be promoted or to . . .

RIBERA: You know, I don't have direct knowledge of the conversation.

WILLETT: Okay, now. The blowup that occurred here between you and him when you threw him out of the office, who were the witnesses to that?

RIBERA: Tennenbaum and Quema.

WILLETT: Quema was here, too?

RIBERA: Yeah.

WILLETT: And Joyce?

RIBERA: I'm not sure if Joyce was here or not. If she was, she was behind the door. I opened this door, threw him out.

WILLETT: And Rose, was she there? Melendez?

RIBERA: I don't think so, no.

WILLETT: And Dolly?

RIBERA: No.

WILLETT: So we have Tennenbaum, Quema, and Joyce there. Is there any . . .

RIBERA: Dolly may have been in there, but I don't think so.

WILLETT: Is there any other witnesses, and here's the list of witnesses that we're going to be talking to besides Joanne Welsh, is Molinari, Craig, Melendez, Newlin, Philpott, Pengel, Tennenbaum, Quema, and Joyce.

HUEGLE: Backing up, Chief, would Deputy Chief Reed have been in his office, whether closed door or . . .

RIBERA: You know, he might have talked, you might talk to Reed, too. He might have gone in and saw Reed. Although, quite frankly, Billy, Reed is, Reed and the good Captain Willett are two people on Billy's shit list. And I presume most of that links to the Hongisto affair. So I doubt if he said too much to Frank. But the fact that he would come in here, he may have gone over and asked him something about 911 or something like that.

HUEGLE: Chief, after he left the office, who was the first person you talked to? Either came in to talk to you or you went to talk to them about what happened? Did somebody come in after he left, if you remember? Or did you go to tell anybody in your staff what had happened?

RIBERA: Yeah. After the incident, I called the Mayor's Office and Louise Renne's office. And I also called Carol Migden.

HUEGLE: You did that here in your office after he left. Did you have any other conversations with your staff or personnel prior to talking to them at the City Attorney's Office?

RIBERA: You know, I might have made a few comments right at the door to Quema and Tennenbaum.

BARGIONI: Do you recall what you said? Don't let him back in if he comes back or . . .

RIBERA: Probably something of that nature. I don't really recall.

HUEGLE: Can you give us who you talked to in the City Attorney's Office when you called, Chief?

RIBERA: I think I talked to Louise herself. Louise and I are pretty good friends. I think I talked to her.

WILLETT: Did Louise, did she have somebody call back from the City Attorney's Office? To interview you regarding it? Your concerns?

RIBERA: Well, you know, this whole thing has blown up and, again, forgive me for not remembering the exact time frames, but Jonathan (*) (466) was the one that was kind of assigned to, you know, shortly thereafter the allegations came out against me and Jonathan (*) was the one that I went over the particulars of the case with in the City Attorney's Office.

HUEGLE: But not in regards to Maher?

RIBERA: You know, I think in regards to Maher also. And then I talked to, I talked to Dennis Aftergut last week, telling him that as guardians of the Charter and also as the responsible City agency for investigating civil claims and Charter civil law that the City Attorney's Office should investigate this office, not the Police Department, not the District Attorney's Office. And Aftergut said that Louise was out of town and that he'd talk to her. He got back to me the next day and basically said he didn't want to do it. And I checked with Arlo and Arlo didn't want to do it.

HUEGLE: Those are phone calls that you made to the City Attorney and to Arlo Smith's office in regards to conducting some type of inquiry?

RIBERA: Yeah.

WILLETT: Chief, I want to get around and talk to you about not so much the allegations that Joanne Welsh has made, because we said you were going to be off limits on that, but in regards to her status, in regards to the transfer. Was Joanne Welsh going to be transferred out of Public Affairs?

RIBERA: In her letter she asked to be transferred. And then she took a couple of days off. Specifically, I had no immediate plans of transferring her until such time as I talked to her regarding her transfer, of which that hasn't happened, other than the conversation I had after she wrote the letter when I told her she could come back to work. I did talk to the City Attorney about it. You're probably somewhat familiar with the laws relative to sexual harassment, and when a complaint is being filed you can't take action against somebody. So, from the City Attorney's Office, I'm pretty much precluded from transferring her anyway, whether I wanted to or not.

WILLETT: One of the things is, what I want to do is, there was a letter that was written that you talk about. Can we get a copy of that letter?

RIBERA: Yeah.

WILLETT: Okay. Now, what I want to do is try and get the timing of what occurred. And the reason I want to get the timing in regards to the blowup between Maher, the timing in regards to where she felt that she was being transferred, and the timing of her allegations. I want to get that clear in my own mind.

RIBERA: Let me say a few things regarding that. On the day that things started blowing up, it would have been, let me see my chronology here, I guess the day that all this, the allegations of misconduct against me broke in the press was Thursday the 11th. Now on Thursday the 11th, I heard from Phil Matier, he called me and said, you know, is it true you've transferred Joanne to Northern?

BARGIONI: Who is Phil Matier?

RIBERA: He writes a gossip column in the Chronicle. Is it true you've transferred her to Northern? Now this is before the allegations against me.

WILLETT: Was Matier going to, it's my understanding, and I saw in a news thing this morning, and it said, Matier stated in the press this morning, he stated that he received a call from Joanne regarding an article that he was going to print. And the article was going to be, he didn't state in the press that it was going to be her transfer, but he said an article about her. Now I wasn't clear whether that was her transfer or her allegations.

RIBERA: No. The fact of the matter is I can uncategorically say that I never talked about transferring her to Northern. I mean, that's the first I heard of it, was from Matier. I mean, she came from Taraval. My first inclination if I were to transfer somebody was to transfer them back where they came from. So, where they got this information about Northern is of interest to me. Because that apparently really set her off. Yesterday in the questioning, they talked to me about had I mentioned transferring her at a Command Staff meeting and they seemed to imply that I had discussed it. And, of course, Commander Philpott was there at the questioning, so it likely came from him. And you might ask him about that. My recollection, and this was during the time frame where she had wrote this letter

RIBERA: (cont.) asking to be transferred and had not shown up for work for a couple of days, I talked about a replacement at the Command Staff. I don't believe I specifically said that I would transfer her or that I was going to transfer her. But in the event that I was transferring her, here were the options available to us. And we talked about Kevin O'Connor, we talked about Dave Ambrose, Willa Brown, we talked about some different people that we might bring in there.

WILLETT: When was that staff meeting?

RIBERA: You know, I think they said it was on a Thursday. Probably it would have been Thursday the 11th.

WILLETT: And then you received, later on in that afternoon after the staff meeting, a call from Matier.

RIBERA: Yes. Let me check my other calendar. (PAUSE) At any rate, when they asked me about it, I didn't recall the specifics of it, and then I do recall talking to them.

BARGIONI: And this is all after, she's now sent you the letter, right, Chief? Do I have that right, in the right time frame? You've already gotten the letter and then this whole other scenario comes up.

RIBERA: Yeah.

BARGIONI: Okay.

WILLETT: In the letter, let's get about something that's in the letter, she was unhappy with what? In the letter?

RIBERA: She felt that I was not supporting her.

WILLETT: Did she feel that she didn't have access to you?

RIBERA: You know, if I could just stop for a second, John. I don't show any Thursday Command Staff meeting, so hopefully Philpott can clarify that. Because I certainly don't recall it happening the same day as Matier calling me, because it was, I mean when he said it to me, it was a total shock to me. I mean, I had no idea what the hell he was talking about. In fact, he may have called me on the 10th, but I think it was the 11th. In fact, maybe I can straighten that out. I was out to lunch with Noah Griffin.

WILLETT: We'll talk to Philpott and we'll talk to Reed and Lau. Who else would have been at a Command Staff meeting?

RIBERA: Oh, no. It's John Bitoff. It was the 11th that Matier, that I talked to Matier. I had been at that family club on Bush and Powell.

WILLETT: We have a letter that she sends to you. Did it go to you personally at your home?

RIBERA: Yeah.

WILLETT: Okay.

RIBERA: She dropped it off at my house.

WILLETT: Okay. And then later on she called your wife to talk about the letter?

RIBERA: She called, no, she called my wife the night before and said she was going to drop off the letter.

WILLETT: And then she dropped off the letter. Did she have conversations with you about the letter?

RIBERA: I called her Saturday. She talked to my wife Friday and that was when Billy was telling me about changing sides and going to war. And those were the most specific of his threats, other than the one of going to the Board for the open hearing.

HUEGLE: Did she talk to your wife when she dropped off the letter, Chief? In person?

RIBERA: You know, I don't think she did. I think she talked to my wife the night before.

HUEGLE: And then dropped off the letter . . .

RIBERA: Yeah, I don't think, I think we were out Saturday morning at one of the kid's games or something. And when we came back, the letter was there.

HUEGLE: Just in the mailbox and . . .

RIBERA: Yeah.

HUEGLE: To you?

RIBERA: Yeah.

HUEGLE: Okay.

WILLETT: The staff meeting. Who would have been at the staff meeting?

RIBERA: The Deputy Chiefs and the Commanders.

WILLETT: And, you don't recall right now what that date is, but we're going to find that out? And interview them?

RIBERA: Right, right.

WILLETT: And at that staff meeting, you don't recall whether or not you said you were going to transfer Joanne? You might have . . .

RIBERA: My inclination is that I did say that I was definitely going to transfer her, but, you know, she had, at the incident that occurred on Tuesday the, whatever it was, what date did we establish the letter was . . .

WILLETT: Thursday, well, that, apparently the letter came in and then Friday she came to your house, and then Thursday, the following Thursday, is when Matier called you. And sometime in between then, there was a staff meeting that occurred.

RIBERA: Okay, yeah.

WILLETT: Okay.

BARGIONI: I want to say it's around the 30th. Was the 30th a Saturday?

WILLETT: Yeah.

RIBERA: I have a copy of the letter in the back so I . . .

WILLETT: Delivered on the 30th, on Saturday.

RIBERA: Yeah.

WILLETT: Okay. And you had the opportunity, did you call her back on Saturday or Sunday?

RIBERA: Saturday, the 30th, I talked to her.

WILLETT: And you called her at her home?

RIBERA: Yeah.

WILLETT: Did you talk to Maher then?

RIBERA: No.

WILLETT: Did you talk to Maher prior to, you know, Monday, your regular work day?

RIBERA: I talked to him on the 30th. He called me at home.

WILLETT: That Saturday he called you.

RIBERA: Yes, he called me after I talked to Joanne.

WILLETT: Okay.

RIBERA: And he continued to call me the next three or four days. And at this time our relationship was extremely, extremely strained.

WILLETT: It was deteriorating fast.

RIBERA: Yes. My relationship particularly with him. After Saturday I hadn't talked to Joanne.

WILLETT: Did you feel that you were, now I'm going to put these words in it, don't let me put words in your mouth, but do you feel that you were fed up with Maher's influence and pressure on you and that you were, at that time, did you think that you were going, make this, draw this line?

RIBERA: Yeah, what I felt . . .

(END OF TAPE 1, SIDE 2)

HUEGLE: For the record, this is just the second tape.

RIBERA: Number one, that he was using inappropriate influence, attempting to use inappropriate influence. And number two, is that this thing had escalated. I mean this letter she wrote, it covered nine working days. And you read the letter and you come away with the feeling that she's talking about a problem that was evolving over a two-year period. It was nine working days. And certainly the actions of Off. Tennenbaum were never of any such magnitude to generate that type of response. I thought it was really being blown out of proportion. I thought it was, in large part, being blown out of proportion by Billy.

WILLETT: Now, then there was a staff meeting. And we haven't determined when that staff meeting took place. But in that staff meeting, and we're going to interview people that were there, there was some discussion in regards to the replacement of Joanne and someone else in.

RIBERA: Yeah.

WILLETT: And that probably, from out of that staff meeting, is how she got rumors of her transfer.

RIBERA: You know, I'm not sure about that because, first of all, I don't think, I'm almost positive Northern Station was never mentioned. I mean, that would have rang a bell.

WILLETT: Well, a lot of times when . . .

RIBERA: My inclination would have been to send her back to Taraval 'cause I know that's where she came from.

WILLETT: A lot of times people pick up bits and pieces and think that things are going on that aren't going on, as you well know. And rumors run rampant in the Department and people jump to conclusions. But what I want to nail down is that the impact at the staff meeting, that there was a discussion about her replacement and who would be replacing her.

RIBERA: Right.

WILLETT: Okay. And then on Thursday the 11th, we know that Matier called you and said he was going to run an article about her transfer.

RIBERA: No, he didn't say he was going to run an article. He asked me if, in fact, she had been transferred to Northern and what's going on and so forth.

WILLETT: And what did you tell him?

RIBERA: I said that I wasn't transferring her to Northern, and I forget what other questions he had about her.

WILLETT: Did he talk about Maher's involvement?

RIBERA: Yes. Let's see. He had the information about my kicking Maher out of the office. And I don't know if I, you know, he ran it by me, he already had it. He ran it by me in terms of did it happen. And my inclination is that I just said, you know, you write what you have to write. And that I did not confirm it. But I can't say that for certain. With Matier and Ross and Genault and Taylor, you know, they're gossip columnists, they're going to write what they want. And I don't like to see any of the four of them because they go into, I don't think that they're at all objective, and they're certainly not interested in law enforcement issues which is what I like to target in the media.

WILLETT: Matier said today that he also received a phone call from Joanne Welsh and we're going to talk to her about that, in regards to her calling there, to find out what was in the article and whether or not she was going to get transferred.

When do you recall that the allegations of the sexual harassment came up? At what time do you recall . . .

RIBERA: I got a call late at night, I was already in bed, from, a conference call from Paul Avery and some woman reporter with a Hispanic name, I don't remember exactly what her name is, I didn't know her. But I know Paul Avery quite well. I was annoyed that he called me at home. I would say that I have had a moderately friendly relationship with Paul, so I agreed to talk to him. And basically he laid all this stuff out for me.

HUEGLE: And that was on the 11th?

RIBERA: Yeah, Thursday night, Thursday evening. And then I went to the City Attorney's Office on Friday morning, and then we got a copy from the Examiner of the article that they were going to run that afternoon about her allegations.

WILLETT: It's your feeling, 'cause you made a state, also, you recall your press statement that you talked about that you wanted Joanne to come back to her senses and that you felt that, hopefully, she would recant her lies that she said against you and that she was actually trying to save some other people's reputations. Do you recall that statement?

RIBERA: I've talked to the press so many times. I do re . . .

WILLETT: There was a press release, I think, that you wrote.

RIBERA: The major statements that I have continued to make throughout is that her accusations are complete fabrications and they're politically motivated by Billy. And I stick by that, I still think that, I think that he was the one that took her to the Editorial Board on Thursday night.

WILLETT: How did you know that?

RIBERA: Well, Avery told me.

WILLETT: Okay. In your mind, do you feel that this sexual harassment allegations were made because your actions in regards to the potential transfer of Joanne and your actions regarding throwing Maher out of your office?

RIBERA: Yes. I think that Billy has clearly instigated this whole darn thing.

BARGIONI: And when he said he was declaring war.

RIBERA: Yeah.

BARGIONI: From your perspective.

RIBERA: Yeah.

BARGIONI: That was the war?

RIBERA: Little did I know, to what extreme he'd go.

HUEGLE: Chief, that meeting you said you had with Joanne and Sam Craig, I guess in your office?

RIBERA: Yeah.

HUEGLE: Could you just reiterate a little bit on that?

RIBERA: Well, what happened was, again, like I said, at that point in time, I didn't realize the situation had gotten as bad as it had from her perspective. And we were sitting down in here and there was a phone message or something and Carl came to the door. And I said, well, we're talking about you. Why don't you come in and maybe we can hammer this problem out. And, you know, I mean, I don't like to talk about people behind their back. I mean, if there's a problem, let's just all talk about it. And when Carl came into the room, she said something like, this is typical, how you don't take me seriously and you undercut my authority, or you do this or that. And then she started yelling at Craig and I, and accused, I believe her terms were that he was gutless and I was incapable of making a decision.

WILLETT: What I'd like to do is talk about something that maybe you have some knowledge about or don't have some knowledge about. And it has to do with the investigation of the alleged allegations that Police Academy recruits were involved in a shooting that occurred out in, I believe, in Ingleside. Now Joanne, it's my understanding, went down to talk to the investigator that was handling the case, which was her ex-husband. Were you aware of that?

RIBERA: No.

WILLETT: Okay.

RIBERA: I'm not aware that they ever talked. The last time she mentioned him to me she had a great deal of anger toward him.

WILLETT: We're going to talk to her about that. But I heard that she went down there to get some information and she wasn't able to get it from him. And that she went eventually to Commander Philpott and she didn't get satisfaction in regards to trying to perform her job. And she eventually went to Maher, who went to the Mayor, and then there was some calls back to the Police Department. Do you know whether that ever occurred or not?

RIBERA: No. All I know is that Philpott mentioned to me that he got a call from Maher regarding the incident at the Barbary Coast. And that's why he gave me his name, because I, the way he, the context in which he told me was that he didn't think it was appropriate.

WILLETT: Did Joanne ever come to you and . . .

RIBERA: But it was way after, it was, I mean it was, it was recently that he told me that shit. I don't believe he, you know, he may have told me at the time but I didn't give it a whole lot of thought. He definitely didn't mention about her going and talking to Dan and that Dan, she claimed that Dan wouldn't give her info, he didn't go into those details. All that's news to me.

WILLETT: Okay. Did Maher ever bring up any of the, her frustration in not getting cooperation from the General Work detail?

RIBERA: Not that I can recollect, no. I'm sure that, no, you know, no, I think that, I mean, if there had been any substance, I mean if he had told me, I would have called Philpott or Lau or, at the very least, Barbara Davis, and I never have.

WILLETT: Okay. I just want . . .

RIBERA: I mean regarding his allegations.

WILLETT: Do you have anything else?

HUEGLE: Chief, when was the last contact with Supervisor Maher? Your last contact, whether in person, by letter, or phone.

RIBERA: I think when he called up and said uncle.

HUEGLE: Has that been the last contact with you?

RIBERA: Yeah.

HUEGLE: On a personal level?

RIBERA: Right.

HUEGLE: Okay. Has anybody else, on his behalf, contacted you, in regards to the Supervisor, other than the Supervisor, since the incident?

RIBERA: Perhaps indirectly, but it's through my attorney, you know, I've heard some things indirectly, but nothing specific.

HUEGLE: Nothing specific? Okay.

WILLETT: Sandi?

BARGIONI: I think we've really covered everything that I can think of.

WILLETT: Chief, the chain of, you know, basically the chain of command. In the General Orders it says that the Public Affairs Officer reports to the Chief. What's the structure that we have here? Prior to this incident and then when you became Chief what that structure was and who people reported to and after.

RIBERA: Well, you know, it's, I will admit that it is somewhat informal and that I have an open-door policy. But, basically, my staff and the Public Affairs Office, they're all under the direct supervision of Sam Craig. For example, my staff, one of them drives for me one out of every three weeks. And sometimes they have scheduling problems and, certainly Joanne's office, you know, she might want to take, like I didn't even know about her vacation, this, until Sam told me that he was going to put Tennenbaum in there. These are things that Sam works out. He works out their schedule, he works out replacements, he works out, you know, so, you know, from my perception, while they certainly are part of the direct Chief's staff, you know, that Sam is their immediate supervisor. I'm . . .

WILLETT: Did you explain that to them?

RIBERA: Oh, absolutely.

WILLETT: Okay. Basically, you had a meeting and said . . .

RIBERA: (can't understand)

WILLETT: . . . you report to Sam.

RIBERA: Yeah, yeah.

HUEGLE: Is that Sam's decision, to bring Carl into the office when she went on vacation then, Chief?

RIBERA: Yeah, I mean, he told me that's what he wanted to do and I said fine.

HUEGLE: Okay.

RIBERA: You know, we talked about it. I think Carl expressed an interest to either Sam or I; but we knew that he was interested in doing it. And he's got, he's a very personable guy, so . . . And in addition to that, Eric has been working on that 911 project which has taken up a lot of his time, and Rose is doing the career development project which has taken up a lot of her time. So he was kind of available, plus we thought he'd be all right in there.

BARGIONI: Prior to him going in there, did he and Joanne get along okay?

RIBERA: Uh-huh. In fact, at a party, trying to remember when that was, it was a Sunday night not very long ago, oh let's see, if she wrote this letter on the 30th, it was probably Sunday the 24th, in fact, it had to be Sunday the 24th. On Sunday the 24th, Joanne coordinated a fundraiser at a bar on Taraval Street for Father Harry's God Squad. Father Harry is a Catholic priest, television/radio personality, and he has this thing he calls the God Squad, which I think he, you know, helps youths or something, I'm not quite sure exactly what he does. And Joanne invited me, and it was at 30th and Taraval, I forget the name of the bar. It was dinner. And she invited me and I told her that I couldn't go but that I may stop by. And what happened is we had my mom over for dinner, who lives over in Richmond District, and I took her home after dinner about 7:30. And on my way back I stopped for a beer, and Carl was there. I presume at Joanne's invitation, since it was Joanne's party. And there were a couple of priests there, John Newlin was there, a lot of people that I didn't know. Father Miles Riley is another TV personality type guy. You know, I mean, I certainly didn't, at that time I was totally unaware of any friction between the two. And everybody seemed to have a nice time. And then there was, there was a couple of people who were there who were not with the party who I knew from the neighborhood.

WILLETT: Chief, do you understand the process in regards to us conducting this investigation?

RIBERA: Uh-huh.

WILLETT: Where it'll go?

RIBERA: My understanding, and correct me if I'm wrong, is that the investigation goes to the Mayor for review and then he decides what he wants to do.

WILLETT: All right. What happens is we're conducting the investigation at the direction of the Police Commission. Our investigation will go to the Police Commission. We're not going to come up with any conclusions in this, just the information and the facts that we gathered. It'll go to the Police Commission and the Police Commission will make a decision whether or not that they're going to forward it to the Mayor's Office for him to make the decision. Then if the Mayor feels that there was interference on the part of Maher, he can prefer impeachment charges against Maher.

RIBERA: Uh-huh.

WILLETT: Okay. Maher will be taken out of his office and another Supervisor will be appointed by the Mayor for that position and then there will be proceedings that will be, a hearing, proceedings before the Board of Supervisors and it requires three-quarters of the Board of Supervisors to find him, basically, guilty, and impeach him from office.

RIBERA: Uh-huh.

WILLETT: Were you aware of that?

RIBERA: Yes.

WILLETT: Were you aware also that you may have to testify at those proceedings?

RIBERA: Yes.

WILLETT: Is there anything else that you would like to add to this investigation that may indicate Supervisor Maher's interference with your activities?

RIBERA: No, I think you covered it pretty well. I would think that subsequent interviews will come up with additional informtion that will be helpful. And I have bits and pieces of information, but I think it's better coming directly from them.

HUEGLE: Chief, is there any other person that we haven't mentioned, any of the three of us, that we should talk to in behalf of this inquiry?

RIBERA: You know, being as you're going to talk to the members of the Command Staff regarding that meeting in regards to Joanne's replacement, you might also ask them if he ever went directly to them. Because he's been around a lot. In fact, Commander Arnold made a comment to me about his presence on the 5th floor. It's possible that he could have discussed something directly with Commander Arnold. But, in some sense, he's a disarming guy that, he'll come by and say hey, how you doing, you mind if I have a cup of coffee. You know, then you relax and have a cup of coffee and he might give you a bit of City Hall gossip. And then the next thing you know he's talking about, you know . . .

WILLETT: What he really wants.

RIBERA: Yeah.

HUEGLE: Was there any specific Command Staff personnel or support staff from the Police Department that ever told you that there was this problem at any time with Supervisor Maher in regards to their relationship with him?

RIBERA: Yeah, I mean, just, since the return from Hawaii--Molinari, Craig, and Philpott have . . .

HUEGLE: Possibly Arnold, Commander Arnold?

RIBERA: . . . have all told me, you know . . .

HUEGLE: And possibly Commander Arnold also.

RIBERA: And possibly Mindy Pengel.

HUEGLE: Okay.

RIBERA: Or if not Mindy, somebody else down in Personnel. I don't know, maybe Bill Welch, maybe Patty Rames, you know, I don't know.

WILLETT: After we interview these people, we may like to come back and clear up some things.

RIBERA: Sure.

WILLETT: Then we'll schedule another interview at a later date.

RIBERA: You know, I, in a sense I wish I could be more precise, but you have to realize, I mean, some days this guy would call me five or six times, you know, I mean it's very difficult.

RIBERA: (cont.) Some of his conversations were very friendly, some were social, some were, you know, like I think you brought out very well, Sandi, is that I did not understand the magnitude of the influence that he was trying to assert until things started getting ugly.

WILLETT: Chief, in your mind, you serve at the pleasure of the Police Commission.

RIBERA: That's correct.

WILLETT: And you also were appointed by the Mayor.

RIBERA: Well, I was recommended by the Mayor to the Police Commission. And, in which, the President of the Police Commission was on that Search Committee. So I assumed, and nobody ever told me this, but I assumed when I went to the Commission for their confirmation or whatever you want to call it that Judge Low had already decided that he wanted me to be Chief of Police because he was on the Search Committee. And, then, in fact, the questions, I think, predominantly came from other Commissioners.

WILLETT: When this snowball was running and Supervisor Maher started applying more pressure and more interference, did you ever think of and did you ever go to either the Police Commission or the Mayor to intercede?

RIBERA: You mean before . . .

HUEGLE: Before the blowup.

WILLETT: Before you called Louise Renne, did you ever think, hey, this is getting out of hand a little bit, at the Jerry Senkir level, or at the Tennenbaum level?

RIBERA: No.

WILLETT: And did you go to them and say, maybe you ought to call up the Mayor, I mean call up Supervisor Maher and tell him that he's out of line?

RIBERA: No. I mean, I never told the Mayor that. I did discuss with the Mayor's Office the problem that had evolved. I believe I talked to Jim Lazarus about it in terms of Joanne and Carl and what to transfer and what not, and that I thought that the situation had been blown out of proportion and I didn't think it would be a problem, you know, that I would deal with it.

WILLETT: There was never ever a meeting that you suggested that you and Maher and either Harry Low as the President of the Police Commission or Frank Jordan or Lazarus in the Mayor's staff sit down and discuss the problems of his pressure and interference with the Department?

RIBERA: No.

WILLETT: Okay.

RIBERA: Hindsight, might not have been a bad idea, but . . .

WILLETT: Chief, thank you very much.

RIBERA: All right.

WILLETT: We'll conclude the interview at this time.

HUEGLE: The same four parties are present. The time would be 1:19.

(END OF TAPE)

STATEMENT OF OFFICER JOANNE WELSH

JOANNE WELSH

The date is March 1, 1993. This is Officer Sandi Bargioni of the San Francisco Police Department. The time is approximately 1835 hours. I am at the Hall of Justice, Room 558. Present with me is Captain John Willett the commanding officer of the Special Investigations Division. Present with me also is officer Joanne Welsh, her attorney Mark Schickman.

Willett: All right. Joanne you came down here freely and voluntarily.

Welsh: Yes.

Willett: And you are willing to talk to us about the incident. You understand the allegations that we are investigating.

Welsh: Yes.

Willett: We are conducting an inquiry and we have been directed . . . the Mayor directed the Police Commission to conduct an inquiry into the allegations that Supervisor Maher interfered with the administration of San Francisco Police Department. The Police Commission has directed me and Sandi to conduct an interview of you in regards to what you know about that. And what I would like you to do is during this interview answer all the questions truthfully and without evasion. OK

Welsh: OK

Willett: And a what I am going to do is allow Sandi to go ahead and start the interview and we will just set a few ground rules down here in regards to us talking to you. Uh, Mack if you have a problem with the question and you want to stop the interview to discuss it with your client we will let that happen OK? What I would like for you to do is to just interject and say you know let me please discuss this with my client first and then we'll stop at that time and stop the tape. Is that all right.

Schickman: Sure, that's OK.

Willett: OK. OK, let's go ahead Sandi.

Schickman: And I take it also you're taping this with my clients consent and you will provide me a copy with the deposition. Is that OK?

Willett: Yes, we are going to transcribe the tape. Would you prefer the transcript and the tape.

Schickman: If possible that would be great. I would.

Bargioni: OK, Joanne first of all how long have you been with the San Francisco Police Department.

Welsh: Uh, Since November of 1982.

Bargioni: OK. And make sure that you speak up.

Welsh: OK

Bargioni: So we can make sure we get this in the recorder and, could you please tell me since you have been with the Police Department where you have been assigned to during your tenure and also who your commanding officers were.

Welsh: OK. I was at the Police Academy and um, um my Tac Sergeant was Sergeant Ribera. Do you want me to name the whole Tac staff.

Bargioni: No.

Welsh: From the Academy I went to Central for training and um I had a different people there, training officers, um commanding officers. Then I went to Taraval station and it was under Captain Goad and then I went to Mission Station and it was Captain Macia and a few others and I stayed there for a while and there was a few other captains. And I worked under Lt. then Lt. Ribera on the swing watch. Then I worked for a brief time at the operations center under Lt. Dennis Schardt then I worked I had various details too. I did some details at vice things like that then I worked . . . Let's see

Bargioni: You're doing good.

Welsh: Then I got married and um and went off on my pregnant, when I got pregnant I took maternity leave and I came back to the Police Department after about eight months. And that, and that was in 1989 and I worked for Lt. Ribera in misdemeanor investigations and then I continued working in Room 400 under, after, Lt. Ribera was transferred and there was a transfer of Deputy Chief's . . . . Reed came to Room 400 and I worked directly for him and several captains including Captain Fife and Capt. Cairns and then I left, um, Room 400 and returned to Mission Station and worked for Captain Newlin.

Bargioni: um hm

Welsh: And then I went, then I transferred to Taraval and worked for Captain Cairns for a brief time I think this is last year between August and November and then the new Chief was appointed and I became assigned to the Public Affairs office.

Bargioni: How long have you know Chief Ribera?

Welsh: Since, ah my um start date in the Police Department in 1982.

Bargioni: Down at the Academy

Welsh: Yes

Bargioni: OK. And how long have you known Supervisor Maher.

Welsh: Um, I've known him since 1980. Um, I met him socially in 1980 and um

Bargioni: Did someone introduce you?

Welsh: Yes.

Bargioni: Was it a social event?

Welsh: Yes, in fact it was um, um, Columbus Day in 1980 and I met him um there was a big social event there we, I had mutual friends and I met him at that event. But it was a very casual meeting and um I, you know – it was at that event that I . . .

Bargioni: Was there some point later on when you met him again

Welsh: Yes

Bargioni: Or became reacquainted.

Welsh: Yes. I met him again uh in early '92 at an event celebration with the Jordan campaign.

Bargioni: Then how would you describe the evolution of that relationship with Supervisor Maher since the beginning of 1992?

Welsh: Um, it was social that we that from the campaign from Mayor Jordan and then um I became interested in working on on well I had been working on some women's issues in the Department that I brought some of our problems to different to some of the supervisors and he was one that um the organization had of the Women Officers Network that he was he was one of the supervisors that we lobbied to get some resolutions passed for some problems that we were having with the uh . . .

Bargioni: Women's issues

Welsh: Yeah, OK.

Bargioni: Did you introduce Supervisor Maher to now Chief Ribera.

Welsh: Yes, I did.

Bargioni: And when did that introduction take place.

Welsh: That was in um the end . . . late summer, as best I can recall.

Bargioni: And what was . . . was there a reason for the introduction.

Welsh: Yes, I was going, I had been talking to um then Captain Ribera about some of the different issues in the Police Department and um ah I wanted Supervisor Maher to um meet um Captain Ribera um as someone that was interested in making some changes and also someone that was supportive um of these women's issues in the Jordan campaign, things like that

Bargioni: So it was just kind of . . . would you describe that as a professional meeting, introducing the two of them?

Welsh: Yes.

Bargioni: OK. And was it a meeting that was set up. Any specific meeting, or lunch or dinner?

Welsh: We went to lunch and it was something that I set up.

Bargioni: OK. Do you have any knowledge of how their relationship began to develop?

Welsh: Um, from that lunch.

Bargioni: Can you describe it a little bit for me.

Welsh: Well, the best of my knowledge was that um then Captain Ribera ah was quite interested in um, in his application in applying for the Chiefs position and ah was seeking ah assistance and uh advice on how to lobby for the job.

Bargioni: Who was he giving that advice to?

Welsh: Well he was seeking advice from Supervisor Maher.

Bargioni: He was, OK. And how would you describe . . . . How would you describe the relationship that began to develop between the two of them?

Welsh: Um, I would say it was friendly. I would say it was professional. Um, I would, if I had to choose it was more professional than it was social. Um,

Bargioni: Did you go to social functions where both of them were in attendance?

Welsh: I really don't recall any specific . . . I mean there has been some but depending on what time period I don't recall

Bargioni: OK. Let me back up for just a minute. Was there some point in time where your relationship with Supervisor Maher became social?

Welsh: Um, yes. I . . . I started dating Supervisor Maher in the late summer.

Bargioni: All right. And once you had introduced him to the Chief were there times where maybe you went out to dinner together or over to someone house for dinner

Schickman: The three of them?

Bargioni: So that maybe, let's say the Chief was with his wife and the Supervisor and you were together anything like that? Where they were actually socializing together? That you were present.

Welsh: In what time period.

Bargioni: Since, I would say between the point in time where you introduced the two of them up until just a few weeks ago.

Welsh: Um, very few occasions ah, I

Bargioni: Do you know of times where just Supervisor Maher and Chief Ribera socialized? Did Supervisor

Welsh: Yes, I remember

Bargioni: talk about that.

Welsh: Yes, I remember Supervisor Maher talking about I remember him saying that he went to a football game with the Chief, but, I know there were some but, were not a lot.

Bargioni: Well when you and the Supervisor began to date did you talk about your job here in the Police Department. Did you tell him that you were interested in working in Public Affairs?

Welsh: Yes. I had

Bargioni: If you can, encapsulate some of the conversations your interest to . . . . how you discussed with him.

Welsh: I have always wanted to work in Public Affairs. I worked in media before I came . .

Bargioni: You did.

Welsh: And it was a job like some people want to be Sergeant and Captain and things like that I never I just wanted I wanted to be in Public Affairs that's a job that I always wanted almost everybody that knows me knows that that is the job that I wanted and um of course there was few opportunities that an opening came up in that job, but, in January of '92 when Chief then Chief Casey was there ah, officer Ambrose transferred out of Public Affairs and there was an opening there and I really really was interested in the job. So I applied and I sent a memo to Sergeant Sinker along with my resume and I wasn't really um, I didn't know Chief Casey that well and um it was difficult to have an occasion to be able to talk to him so I inquired with several different people if they would speak on my behalf to the Chief of my strong interest in the job and I provided copies of my memorandum to Sergeant Senkir with my resume to then Captain Ribera and um I know I had talked briefly to Paul Chignell about you know hey can you get a good word to Chief Casey.

Bargioni: Did you talk to Jerry Senkir at all

Welsh: Oh yes, I talked to him and he took my resume and was interested and so my memo was January 31, 1992.

Willett: You know some officer or the Hondas and they don't want to go to any they don't want to be promoted they aren't interested in that - they want just one assignment. That's is what they kind of like dreamed about you know on this P1 list. The only interest is that the kind of things that you had for Public Affairs.

Welsh: Yes.

Bargioni: OK. When Chief Ribera became Chief he did appoint you to Public Affairs?

Welsh: Yes.

Bargioni: And on what date was that.

Welsh: He was, well he was appointed technically he was appointed Chief overnight. He was uh, they announced his at the Commission on November 5 so I was actually detailed to Public Affairs November as I recall November 6. He had actually called after his during his transition period, after the Commission announced that he would be the Chief. There was a press conference. He called, or someone called, Captain Cairns and informed Captain Cairns that I would be detailed to Public Affairs until it was officially Chiefs order that Saturday.

Welsh: It was November 7th, I think.

Willett: When you had these meetings you would be lobbying for the Chief and Supervisor Maher. Did you explain to the Chief that you were interested in Public Affairs office.

Welsh: Always. Like I said. He knew from way back that I always wanted that job. I mean it was like I said something I talked about from the time I came into the Police Department, and in fact, I had told him that if you know if like I said he had I don't know if I included this before he did actually spoken to Chief Casey about putting me in that job.

Bargioni: OK.

Welsh: So he always knew I was interested and when um he was lobbying for the job I of course persisted that I really want that job and we could do a lot of proactive things and I was kind of giving him that pitch the whole time and in addition I gave him a detailed memo, dated October 5 1992, outlined an entire media strategy in case he was appointed because I was emphasizing that when the Mayor made the decision it would be come across fast and that I was, you know, I wanted to do some real proactive things and so I outlined all of these things in and I can't remember how many pages it is. It is like four pages.

Willett: Do you have a copy of that?

Welsh: I do. I don't

Schickman: We will want a copy of that later on. You get an indication from him as a candidate for the Chief's job that once he was appointed Chief then you were going to get

Welsh: Yes.

Bargioni: At any point

Schickman: And wait till he's done asking the question you know how it's going to end, but, wait till he's done.

Bargioni: Did Supervisor Maher, in your mind, have any influence at all on you getting that position?

Welsh: Um, I would say ah, he the influence would be that he felt I would do a good job. Um, the conversations that we would have about things when we would talk in a month or two before this happened we would have discussions um about things that we could do in the Department. Making administrative changes. I mean, I never really got into a lot of detail about administrative changes although I knew that the Chief had a lot of ideas about career development and all those things that I had even discussed with officer Mendez. She had ideas about career development. She was meeting with him saying. These are things that I would like to do. So I would say that these are things I would like to do and Bill would say. Hey she would be great. She would really do a great job.

Bargioni: Did you feel that he actually lobbied the Chief on your behalf?

Welsh: Um, I felt like I lobbied on my behalf. (laugh) I made it pretty clear.

Willett: How about Supervisor Maher. Did he also indicate to the Chief that ah, that once you're chief and I lobbied for you that Joanne going to be Public Affairs and we are all going to work together?

Welsh: That was never said in my presence. Things that were in my presence were ah things like "Joanne would be great, you know, in that kind of conversation.

Bargioni: In your discussions with Supervisor Maher. Did he ever indicate to you that he would be able to influence the Chief in regards to assignments of personnel within the Department?

In your conversations with Supervisor Maher did he ever indicate to you that he would be able to influence Ribera in making assignments of different personnel in the Police Department?

Welsh: No. Um, the only things the only when they were talking have general discussions about things we could do in the Department I always remember Bill saying he would tell me listen to Joanne she you know she knows a lot of the people too and it was kind of like in a text of, you know, who was personalities who was good at what you know. Conversations when he was . . .

Willett: What I would like you to explain to me is that you know some of the personalities we are talking about. What I would like to do is very specific on this in regards to conversations that Supervisor Maher had about specific personalities that you indicated to the Chief that would be in specific assignments. Can you recall that at all?

Welsh: I am sorry . . .

Schickman: Some of these personalities that we are talking about. We are going to attach names to these personalities. OK, who in the Police Department did Supervisor Maher at that time that we're talking about who did he suggest or who did you suggest be good in what assignments?

Welsh: Wel-, . . .

Schickman: Depends on who says who did he suggest? Or who did you suggest?

Willett: Well, first of all, who did Supervisor Maher suggest to the Chief be good in certain assignments that you can recall.

Welsh: I don't really recall Supervisor Maher didn't really know the personalities. I was the one always talking about personalities . . . . work. Bill didn't, Bill didn't know like he didn't know specific people. I mean, most of the people in the Department he didn't know.

Willett: Did you?

Welsh: So he didn't really know who should go where who would be good at what. It wasn't he didn't know that he had never even met these people.

Willett: Had you recommended them these people that you knew that might be good in a suggest to the Chief might be good in this sort of assignments?

Welsh: I suggested to the um Chief there was a um discussion this was let's see the Commission's decision was um on a Wednesday, Thursday, Thursday night um we there was like a we were kind of celebrating and Bill

Bargioni: Celebrating what?

Welsh: The Chief's appointment.

Bargioni: OK. All right.

Willett: Where and with whom?

Welsh: Well, Bill and I ah, um went over to Chief Ribera's house and so and John Newlin was there and it was so it was um and Cathy was there.

Bargioni: Cathy?

Welsh: Ribera.

Bargioni: All right.

Welsh: We went over and had a pizza and we had a couple of drinks and we were just celebrating and also I was discussing how we would do the press conference the next morning. Because the next morning there was going to be a press conference in the Mayor's office to announce that he would introduce the Chief. I'm trying to remember how this went because I guess the press conference was on Friday.

Bargioni: Were you working in working in Public Affairs at that time?.

Welsh: No. This is why he detailed me. That is why he called Captain Cairns. I was at Taraval. And he called Captain Cairns and said, detail Joanne I need her to do help me out with this stuff, and I put together the press conference in the Mayor's office. I worked directly with Stacey Walters um to put that together. And I contacted the minority ah, um, group presidents like the ah, Asian officers in the OFJ and um, the WON, the ah, GSPOA and, I also contacted the POA to see if they would participate in the press conference and I had done work with Stacey Walters um who is the deputy press secretary of the Mayor's office on several occasions when I was out in Mission Station. So we knew each other well and we put together. She and I put together the press conference.

Willett: Now back to that same question - when we were talking about individuals at that meeting of the Chiefs house the social that you and Newlin and the Chief's wife and Supervisor Maher and were discussing specific people who would be great at specific places, who were we talking about?

Welsh: Well, that was that night we sat around and um talked about um, his administration who he was going to put where. He had, the Chief had decided already that Lt. Craig was his Chief of Staff and he was trying desperately to get a hold of Sam because Sam was out of town. Didn't even know this was happening. He, had the Chief had met several times with Rose Melendez prior to his appointment and had told her that he was interested in having her on the staff and she was going to work on career development. He wanted to have Eric Quema on his staff because he had a great deal of respect and he had projects he wanted to work and, I was going to be in the Public Affairs office with Sgt. Senkir. So . . .

Willett: Did he talk about people who would be leaving their assignments?

Welsh: Um, we didn't talk about that much because what . . . This was Thursday night and Friday morning was the press conference so most of the discussion was how what he should say and how he was going to get a hold of all these people to stand behind him and I was of course concerned about how good it would look . . . from the press view point.

Bargioni: Are you aware of anyone in the Police Department that Maher may have helped or offered to help get a position within the Department?

Welsh: To get a position? No.

Bargioni: Did you feel that he helped you get the position?

Welsh: Um, well I thought he helped the Chief get his position.

Bargioni: Oh, you did. Could you go into that a little more.

Welsh: So I guess that would be um I felt that he gave the Chief a lot of good advise. Um, on um on issues that were pertinent, issues that were important to the Mayor and so I can say that we definitely helped Tony Ribera with his lobbying effort.

Bargioni: Did you feel that you were able to help the Chief get appointed too? With all the work that you did?

Welsh: Um yeah, I felt I supported him, yeah.

Bargioni: Are you aware of anyone in the Police Department who may have been removed from an assignment due to the influx of Supervisor Maher and I am talking about between the period of November 9 when the Chief was sworn in and up until let's say the 10th of February?

Welsh: Um

Bargioni: OK, I will repeat it? Are you aware of anyone in the Police Department who may have been removed from an assignment due to the influence of Supervisor Maher?

Welsh: No.

Schickman: Before you ask the next question - Can I talk to her for a second.

Willett: Sure

Bargioni: We turned the tape off for a moment so we could have a little attorney-client chat and the time now is 1908 hours. And the tape is back on. OK Joanne, you doing OK?

Welsh: Um, hm.

Bargioni: All right. Back to the questioning. Did you and Supervisor Maher ever discuss with Chief Ribera a problem that began to exist between you and Sergeant Senkir in the Public Affairs office?

Welsh: Did I and . . .

Bargioni: Did you and/or Supervisor Maher

Welsh: Discuss with

Bargioni: Discuss with Chief Ribera a problem that you felt was beginning to develop between you and Sergeant Senkir.

Welsh: Yes I did.

Bargioni: All right. Can you give me some details.

Welsh: Um, I it was um a holiday in November I don't know which date it was. Chief Ribera was working in his office and I called him and asked him if I could talk to him and I came down to his office um to discuss ah a problem that I saw developing in the Public Affairs office

Bargioni: And what was that problem.

Welsh: The problem was no direction. And I was frustrated that I felt badly for Sergeant Senkir because I know he was frustrated also. What had happened is that when the Chief came in and the administration changed and all these changes were going in, going on, Sergeant Senkir ah that he had been working in our office for over five years and had procedures and things that he adhered to in his office and I was brought into the office. There was never a meeting like Lt. Craig who is the Chief of Staff never initiated a meeting with Sergeant Sinker and myself. The Chief never initiated anything. There was never

any direction on who would do what and how it would be done. And because I had had so many discussions with the Chief prior to his appointment I think Sergeant Senkir felt very left out. And in fact the press conference that was in the Mayor's office Sergeant Senkir was not filled in on what was happening. That was the one that I was referring to earlier. I worked with Stacey Walters. So from the very beginning I think it was a very uncomfortable situation and I felt badly because I didn't feel it was my place to tell Sgt. Senkir that I am going to do this because he was the Sgt. and his office. I felt that we that really needed some direction that the Chief should or Lt. Craig should give us some direction on how we should handle things. For instance, we would have the Chief would tell Sgt. Senkir one thing and have me doing another and we didn't know what each other was doing and the way it had traditionally been was that Sgt. Sinker was in charge of the office and I am assuming that the officer that worked with him like Dave Ambrose or whatever and Sgt. Senkir gave the direction. I am assuming now that because of rank. Well what was happening is because I had already began working with the Chief before he was even in his office and talked about these things I think. As I said I think that Sgt. Senkir felt uncomfortable and I didn't feel it was my . . . because of my rank . . . I felt very uncomfortable with the whole situation myself. I initiated and set up this appointment with the Chief to tell him that you know we need to do something because it just wasn't going to work very well. Like I said there had been one instance where in the office Vic Lee from Channel 4 came in and he asked to do something and I said oh, OK, and Jerry said no that is not OK that is not how we do it. And

Bargioni: Was there a written policy in that office?

Welsh: Yeah there is a written policy.

Bargioni: And had you seen that prior to working there

Welsh: Not prior to working no.

Bargioni: When . . .

Welsh: When I started working there. and its a very general things about duties but, styles and how you handle the press can't really always be written down. Every incident . . .

Bargioni: Is this a Department policy?

Welsh: This was Sgt. Senkir's outline of the Public Affairs office. Its in There is a copy of it in the office.

Bargioni: Unintelligible

Bargioni: Let me ask one thing because you said you arranged to sit down and talk with the Chief at any point did you arrange to sit down and talk with Sgt. Senkir about this problem of just feeling there was no direction.

Welsh: No.

Bargioni: And did you decide to sit down and talk with Lt. Craig?

Welsh: Um, I think I talked to Lt. Craig a couple of times. I don't remember it quite as formally as when I went to the Chief

Bargioni: And when you went to the Chief did being that this problem included Sgt. Senkir did you invite him to this meeting?

Welsh: No.

Bargioni: Why not?

Welsh: Like I said, I didn't want to be the one to I feel very I felt almost embarrassed for Sgt. Senkir to be left out of what was happening. All these changes on the staff all these things going on and I thought it was inappropriate I mean I just felt like it was I kind of felt like I would look like, like a like kind of a smart ass. Well this is what we are doing I and I can sense Sgt. Senkir was feeling like I wasn't reporting to him and I was reporting to above him and that is why I went to the Chief to say you know if you give some direction like you could give me say whatever projects let say I had these projects and Sgt. Senkir handled this and I handled these or just something because it was very obvious that there was going to be difference in styles in what Chief Ribera was going to do versus what prior chiefs had done and it was almost like he just didn't want to deal with it.

Bargioni:

Welsh: The Chief.

Bargioni: What did he decide to do? During this . . .

Welsh: So he just I kind of went through this and I told him I said things I explained went through a few examples and gave him you know told him again if we just had some direction if you want me to do this then I will do that and I like explained that you know it was my place to tell a Sgt. something. It seemed inappropriate.

Willett: Joanne you understand that the San Francisco Police Department is a para military organization.

Welsh: Um, huh

Willett: And we go by a chain of command, an organizational structure. Right and the station that you worked at , in the past they have a Capt., a Lt. and patrol officers.

Give me the organizational structure of the Public Affairs office as you understand it to be when you first come in there..

Welsh: It was Sgt. Senkir, um, myself an officer and Frank as the civil servant clerk.

Willett: OK. What above Senkir did he report to?

Welsh: The Chief, well no. It was, prior it was the Chief. Now to the Chief of Staff.

Willett: And who is that?

Welsh: Lt. Sam Craig.

Willett: OK. It was at your understanding to you. Was that explained to you when you came into Public Affairs?

Welsh: Not really. That's . . . I am being when I am saying this that my understanding was that that's my understanding because that's how we work in the Department with rank order and that is how it usually is. That you always report to your Sgt. then your Lt. and again that is why I felt inappropriate because when the Chief was giving me direct things to do and the Sgt. Senkir didn't know about it I felt it caused you know an uncomfortable atmosphere in the office and being quite frank um, I was embarrassed for Sgt. Senkir and a lot of times I would just leave the office because I didn't know how I didn't know what to say.

Willett: How did you feel and really a lot of time when I was a patrol officer I had direct access to at least a Lt. or if I had direct access to the Captain or like that . . . it made me feel more important did you have direct access to the Chief. Did that make you feel better.

Welsh: No. No. I mean we had a I felt comfortable um with the Chief because obviously we had

Willett: I think that you told us that you had a different relationship then most people had with the Chief. Yours was both social relationship and it was both a professional relationship because apparently from what you were saying you had gone to his home and you had been out to dinner with him and all that. It was a little bit different relationship . . .

Welsh: Definitely.

Willett: Did it make you feel better?

Welsh: Um, no.

Willett: Did it make you feel . . . did you have any feelings about that at all?

Welsh: Ah,

Willett: More comfortable with the Chief?

Welsh: I felt comfortable with the Chief but again I felt that Sgt. Senkir again I felt embarrassed with the way it was going because it was insulting Sgt. Senkir. First of all he had been in the office for five years. He had a lot of experience a lot of things that I wanted to learn from, but, I think that from the very beginning I was I felt like I was shoved on him. You know. I don't think he felt included that I was selected. I think that all of the staff under the Chief changed with the exception of him. I just think that the way it was handled from the very beginning caused our office to have tension and it wasn't because I didn't get along with Sgt. Senkir I really respected him and wanted to learn things from him because I knew that I was overly enthused about talking to the media and he was much more reserved and I actually felt that we would kind of be a compliment that he would say Joanne hold back and in other ways I felt that I could bring some new ideas to the office.

Bargioni: Did you ever feel there was a working relationship between you two.

Welsh: I don't think we had a chance from the very beginning because of the way it was started. I mean Sgt. Senkir attempted you know he showed me the procedures . . . read this.

Bargioni: Did you handle a lot of press conferences?

Welsh: Yeah. There was the press conference. I wouldn't say a lot but there was a press conference on shoppers safety that the chief gave me directly to do. Again, this was another thing. He gave that to me. I ran with it. I thought it was

Bargioni: Did you tell Sgt. Senkir about it?

Welsh: Sgt. Senkir knew about it?

Willett: Did you tell him or did he know about it from some other source?

Welsh: I don't recall.

Bargioni: Do you know if the Chief . . .

Welsh: I don't know. See that was the thing. That we never had a meeting. From the very beginning there was never a meeting to say this is how we are going to do it. This is what we are going to do. It was very uncomfortable. And I, we weren't even having staff meetings. None. There was really. From the things happen so fast. He got in there was tons of press conferences it was moving so fast that phones never stopped ringing in the office anyway. With having a new Chief and the more publicity Sgt. Senkir and I barely got a chance to even talk and again my perception was that he was a little frustrated with the situation. Not happy with it. I didn't know how to it - just - I didn't know how to approach it because I wasn't given any direction myself.

Bargioni: Once all this turmoil began at that point did you have any type of conversation with Supervisor Maher now about the tensions that you felt .

Welsh: Yeah, I told him about the um the you know I talked in general about how we were not having staff meetings.

Bargioni: Just you relation to Sgt. Senkir?

Welsh: Yeah, I mentioned certain things . . .

Bargioni: Did you ever say anything to Supervisor Maher to the effect that you felt like Sgt. Senkir was undermining you or the job you were trying to do?

Welsh: No. I never felt Sgt. Senkir did that to me.

Bargioni: Never?

Welsh: Like I said Sgt. Senkir I think has an unusual ability to remain very professional and very . . .

Willett: Did you every tell Supervisor Maher that Sgt. Senkir would was a leak to the POA.

Welsh: I know I discussed . . . . whether I used the term leak. I know discussed that that Sgt. Senkir had been on the Board of the POA.

Willett: Did, uh, getting a little more specific. What interference do you mean by that. On the Board, does that mean he may be more than someone who is not on the Board. Would he be more readily willing to provide information to the POA?

Schickman: Do you mean - is she drawing that inference now or . . . at the time

Willett: Let's try now.

Welsh: Now for . . . .

Willett: Sgt. Senkir. Did you think that he would be more . . . Let's try it at the time then. Do you think based upon his being on the Board of the POA he would be more likely to provide them information than someone that wasn't on the Board?

Welsh: No. No. Because he was on the old Board of POA. There is a big difference.

Willett: The reason that I bring this up is that there is some questions about Supervisor Maher saying that Jerry Senkir is a link to the POA. I was wondering how Supervisor Maher had that opinion.

Welsh: I know I discussed that Sgt. Senkir had been on the Board of the POA and the reason I remember discussing it was because um of my involvement with the women's officers network and the friction that was between women's officers network and the POA and that had happened after my first after I had put my memo in my resume in to Sgt. Senkir in January and I remember talking about how I hoped that Sgt. Senkir would you know not be upset with me because of the WON and that you know I remember talking about that he used to be on the Board and you know that things that he I wouldn't say that he had more influence because it is a totally different Board now.

Willett: Does Supervisor Maher know Sgt. Senkir?

Welsh: No.

Willett: Did he ever sit down and talk to him that you know?

Welsh: Not that I know of.

Bargioni: At some point did the Supervisor talk to the Chief about their problem between you and Jerry Senkir.

Welsh:

Bargioni: At some point in time did Supervisor Maher talk to Chief Ribera in regards to Sgt. Senkir and maybe there being a problem in that office.

Welsh: I don't know.

Bargioni: . . . At any time Supervisor Maher talked to Chief Ribera about moving Sgt. Senkir out of Public Affairs.

Welsh: I don't know. I . . .

Bargioni: Have you ever had this conversation with Supervisor Maher?

Welsh: About? I thought you were talking about the Chief?

Bargioni: Did Supervisor Maher ever talk to Chief Ribera in regards to Sgt. Senkir begging removed from Public Affairs.

Welsh: Not to my knowledge.

Bargioni: OK, now, looking back . . .

Willett: Did you ever suggest to Supervisor Maher that your job would be easier if Sgt. Senkir was not in Public Affairs.

Welsh: No. Again, I am emphasized direction in the office. Because from the very beginning I felt that it should be a two person office. I don't know how Jerry did it for a year by himself. And so I wanted direction to say . . . .

. SIDE TWO TAPE 1

Bargioni: Turned the tape over and we are on side two. All right Joanne let's continue on with the question. You say you don't have any knowledge of Supervisor Maher ever talking to the Chief about Jerry Senkir's removal from Public Affairs. In your discussions with Supervisor Maher then did he ever indicate to you that the job just might be easier if the Jerry Senkir wasn't there and that maybe he could do sometning to influence to moving Jerry out of that office.

Welsh: No.

Bargioni: He never did.

Welsh: No.

Bargioni: That you know of . . . Did the Supervisor ever talk to anybody else in the Police Department besides you and beside the Chief? That you say you have no knowledge of? You don't recall or he just didn't talk to you about that?

Welsh: No.

Bargioni: Do you know of him talking to anybody else in the Police Department about wanting Jerry Senkir removed for Public Affairs?

Welsh: No.

Bargioni: You don't know. How did you feel at the point in time when Sgt. Senkir was transferred out of Public Affairs.

Welsh: I thought it was terrible how they did it. I happen to walk in the office and Deputy Chief Lau was talking to Sgt. Senkir and I didn't even know what was happening until it was all done and I just I didn't think it was right at all.

Willett: Were you dating Supervisor Maher when Jerry Senkir was transferred.

Welsh: Yes.

Willett: Now, the next time you met Supervisor Maher did you talk about Jerry Senkir's transfer.

Welsh: Yes.

Willett: What did he say?

Welsh: Um, I don't think he really. It was like he didn't . . He didn't think it was a big deal. You know, he always thought I was like over sensitive about how people were told things and how things were done.

Willett: But I mean in regards to Senkir being gone and you doing your job did he indicate that things might be a little easier for you? . . .

Welsh: He didn't think it would be easier for me. He said that I would do a great job.

Willett: Did he realize that this problem that had been occurring this noncommunication, nondirection problem, he was aware of that?

Welsh: Yes.

Willett: And after Jerry Senkir was transferred did you feel that he was pleased you know that know this conflict and confusion in direction might not exist?

Welsh: I don't know if I can say, I don't think that I can really say that he felt pleased he thought that I could do a good job and seemed enthused about my ability but I felt like I just went on to the next thing to complain about, that here I was there was no transition that I was left in the office alone with no Jerry never got . . . I never even got to know where anything in the office was file system . . . I didn't know anything just got there . . . I had not even really had a chance to read the manual. Jerry taught media relations. I never got to read any of that stuff and there I was I felt like I was . . . I felt over my head in a lot of ways because I had . . . because it was done with no transition at all and I had not been told that you know all I remember coming office seeing something like Deputy Chief Lau talking to Sgt. Senkir I kind of walked in, walked out they all looked at me like I shouldn't have . . . like they needed some time to talk. The next think you know I

see Sgt. Senkir is you know, he came to work the next day and started removing things from his desk. It was like nothing was ever discussed. Even Frank the clerk didn't even know that he was leaving.

Bargioni: Did you talk to the Chief about that, once he left? Now you felt left out there without any direction.

Welsh: I don't recall specifically um getting an opportunity. Um, it was all happening so fast and like I said I didn't even know that it was taking place. In fact, in fact I saw the transfer list with Frank that's how we found out officially. . . .

Bargioni: Did the Chief ever tell you why he transferred Jerry Senkir?

Welsh: No.

Bargioni: And you never asked him?

Welsh: No.
Well I mean it was just . . . I don't know it seemed like everybody was getting transferred you know. Lee Militelo, All these people like I said from the very beginning I felt embarrassed about it for Sgt. Senkir and I didn't think it was handled right. Again, I didn't think it was my place to say that you know tell my bosses that they didn't handle something right.

Bargioni: OK. Moving off of that issue did you ever have conversations with Supervisor Maher about individuals that had been promoted after Tony Ribera became Chief?

Welsh: Um. I talked about Captain Molinari.

Bargioni: Um, hmm.

Welsh: I used to say that I hope he gets a Captains job.

Willett: Did you lobby for anybody else? When we had all the temporary appointments in regards to minority and women in positions. Did you lobby for any of those individuals.

Schickman: To Whom

Willett: The Chief

Welsh: To which job?

Willett: Marvin Dean, Homicide?

Bargioni: Barbara Jackson?

Welsh: No.

Willett: Uh,

Bargioni: Did the Supervisor ever lobby for these people that you know.

Welsh: No. In fact, I don't even think he . . . I think one time he met Barbara Jackson I don't think he has ever met Lt. Dean. Those I can recall very definitely being Chief Ribera's decisions.

Schickman: Can I ask . . . when you are asking about what Maher did or thought or that stuff . . . do you want her to give her best guess of that stuff or if she doesn't know . . .

Willett: I prefer that to tell that, the only thing is that when she has a unique relationship with Supervisor Maher and the things that he would be disclosing to her may be an off the job setting as opposed to on the job setting so she has a lot more knowledge about his thoughts and feelings because of that relationship.

Schickman: Oh, no I understand that and if the question is that did he tell you how he felt about this that is super but if its how you feel . . .

Bargioni: Yeah, that's tough.

Willett: I see the distinction you are making.

Schickman: So you got that. Everything you know . . . don't just guess if you don't . . .

Bargioni: OK. We are going to move up to January.

Welsh: OK

Bargioni: Moving right along here. You went on vacation at some point. . . . .

Welsh: . . . January 11 thru the 18th.

Bargioni: OK. And while you were gone did someone fill in for you in Public Affairs?

Welsh: Yes.

Bargioni: Who was that?

Welsh: That was officer Carl Tennenbaum.

Bargioni: And prior to your leaving on vacation did you have any type of working relationship with him?

Welsh: Um just not . . . only just because he was on the staff. He was the Chiefs driver, very brief things. We didn't have like the same work at all.

Schickman: Did you guys get a six page letter?

Willett: Yes.

Bargioni: Yes.

Schickman: On this topic. Good. The reason . . .

Willett: The Chief gave us that letter.

Schickman: And this was given to other investigators and I thought it would give you a background.

Bargioni: Were you told that he was going to be filling in for you?

Welsh: Yes. I was told like the Thursday, Friday, I think it was the Thursday before I went on vacation.

Bargioni: And who told you?

Welsh: I think it was Sam. Lt. Craig.

Bargioni: Was it he just came and told you. Do you recall if it was mentioned at a staff meeting.

Welsh: I don't recall it at staff meeting. I don't recall having a staff meeting prior to leaving on vacation

Bargioni: And how did you feel about Carl filling in in the office . . .

Welsh: I feel fine about it. He was enthused about it and didn't bother me.

Bargioni: Did the Chief and the Lt. come to this decision on their own or did they ask for input from you before they decided who was going to replace you.

Welsh: They never asked any input from me.

Bargioni: Did that bother you?

Welsh: Um, not really. Lt. Craig would come to me and said Dave Ambrose was and oh, that's great because he knows, he knows more about that office than I did. Then he switched later he said Dave can't it's going to be Carl I said OK. And I was actually so busy and anxious to go on vacation I didn't really give it much thought.

Bargioni: When you returned from vacation did Carl Tennenbaum return from the Chief's office or did he continue to work in Public Affairs.

Welsh: He continued to work in Public Affairs.

Bargioni: Was he assigned to the Chief's office?

Welsh: Yes.

Bargioni: And was there at some point in time after you returned from vacation did the Chief and Lt. Craig or either one of them talk to you about the fact that Carl was going to be filling in for you in Public Affairs?

Welsh: Give me that again.

Bargioni: Prior or when you after you returned from vacation Carl is now filling in for you. After you returned from vacation did the Chief and/or Lt. Craig tell you that Carl Tennenbaum was going to fill in for you in Public Affairs?

Welsh: On a right-they explain that he would fill in for me um, when I went on vacation or um, you know, I wasn't there you know, basically when I went on vacation or I was going to be away for a long period of time they needed somebody in the office.

Bargioni: And who discussed that with you?

Welsh: I think it was Sam as I recall.

Bargioni: At some point did you begin to have problems working with Carl?

Welsh: Yes.

Bargioni: What was that . . . .

Welsh: Well actually the problem was that I didn't know what he was doing. And again it went right back to where I started again in November no direction, Carl was doing one thing, I was doing another, information was going out to the press that I didn't want to go out. The things that I detail in that memo that letter that I sent to the Chief and I felt like here we go again. You know, it was like this is starting all over again. An office can't work like this. People have to have specific functions and things what to do and have an understanding of what each others doing, especially with press. If Carl was giving out information on something and I specifically told not to give it out that was a concern to me. For example, I consulted with you Captain on the Tom Gerard case and I was given very specific details not to give any comment on the case and I adhered to that completely in fact I told the Captain that I didn't want to know anything cause it was better that way. That way I could honestly tell the press that I don't know anything and there is no comment in you know. So, as I detailed in that letter, I would come in the office and Carl would be on the phone lengthy conversations talking about Tom Gerard. That concerned me.

Bargioni: Did you go to the Chief with that?

Welsh: I went to Sam Craig.

Bargioni: OK

Welsh: As I indicate in that memo I went every day.

Bargioni: To talk to Sam Craig?

Welsh: Numerous times about the things that were going on.

Willett: Where would Carl get his information about the Gerard case. From the newspapers and then make it up or what?

Welsh: I don't know.

Willett: Do you know what his source was.

Welsh: He never consulted me at all. Never even talked to me about it. He, you know the conversations I remember him having on the phone with the press were talking about Tom's personality and oh yeah he was this and that and I thought it was totally inappropriate to be talking to the press like I said I strictly adhered to that we don't have any comment you know and that is it. I remember you saying don't even say there is an investigation. So I just didn't give out anything. And here and yet I had been told that I was responsible for the Public Affairs office and these actions were going on. I was bringing them to the attention of Lt. Craig and nothing was being done and I was very upset that I was put in that position and I felt it was compromising because of the situation that resulted from Sgt. Senkir's removal and how that was handled and I felt that this would like I said it was like here we go again. No direction and a very difficult situation especially when you are working with such high profile important cases.

Bargioni: Did you mention this problem to Supervisor Maher?

Welsh: Yes.

Bargioni: And what was his reaction to that?

Welsh: He was just frustrated he couldn't understand um, he couldn't understand why this was happening.

Bargioni: Did he at any point that you know of come down to the Police Department and talk to anybody about that call?

Willett: That she knows of now?

Bargioni: That you know of?
Should we back it up at the time do you know if he came down to the Police Department and talked to anyone about the problem with Carl Tennenbaum working out of Public Affairs.

Welsh: At the time I did not know. And I . . . No.

Willett: Joanne when you found out that Carl was leaking or releasing information on the Tom Gerard case regarding his background, his personality those type of things who did you take that information to?

Welsh: Sam Craig

Willett: Did you know did you ever think about bringing that information over to me after we had our discussions about the confidentiality of that information.

Welsh: I didn't really think that far to do it. I was so frustrated with the situation and I kept being told that something was going to be done about it, I felt that he was on the Chief's staff and I felt that I should go to Sam and they would handle it you know, again it would seem kind of strange.

Willett: So that's right. You went to the chain of command. But we had already had some private conversations about that in regards to confidentiality . . . and I don't know if Sam Craig knew the importance of that. Did you bring it to his attention that the importance of that . . . Did you bring it to his attention that you had talked with me about that also?

Welsh: Um. I had also talked to the Chief briefly about the case. Um. And knew how important it was and he assured me how important it was. And in retrospect I should have come to you at that time about it because it was something that bothered me a great deal.

Schickman: Let me remind you of the tape over here. When you are asked the question did you bring it to Sam Craig's attention how important this confidentiality was you were shaking your head yes the whole time. I doubt the tape picked it up.

Welsh: OK. Yes.

Bargioni: You realized the confidentiality?

Welsh: Yes. Yes.

Bargioni: That you know of and I may be repeating the question here, forgive me if I did but did Supervisor Maher ever talk to Chief Ribera regarding your working relationship with Carl Tennenbaum.

Schickman: Are you asking her if she knows now?

Bargioni: No. Going back. I don't want you to get up to what you know now. But going back at that point in time did you know.

Welsh: Just in coming to . . .

Bargioni: Did you know when this problem was going on with Tennenbaum? Did you know that Supervisor Maher went to talk with Chief Ribera about it?

Welsh: I recall there being conversations about it. But I don't recall him coming to the office or anything like that. They communicated they talked frequently. Frequently.

Willett: Did Supervisor Maher say Joanne I talked with Tony about Carl? Do you remember anything like that?

Welsh: Yeah. I recall him telling me that he talked to the Chief but I don't remember him I can't remember specific days or the details I remember I know that they had been talking about it.

Bargioni: Let me move you forward now. Now do you know that he talked to the Chief about the problem with Carl Tennenbaum?

Welsh: Yes.

Bargioni: And do you know that he talked to the Chief about the problem with Jerry Senkir.

Welsh: No.

Bargioni: How do you know that he talked to the Chief about the problem with Carl Tennenbaum?

Welsh: Because he told me.

Bargioni: Can you tell me what he said to you. What he told you he said when he went to the Chief.

Welsh: Well, Bill doesn't go into a lot of detail about he just kind of said you know I talked to him I don't recall him going into a lot of specific details or how the conversation took place. He never like I said Chief Ribera used to call Bill quite a bit and Bill used to they exchanged phone calls a lot. Had lots of conversations. There is lots of things going on. And I do remember them this was also part of their conversations, but I don't know.

Bargioni: Do you have any recollection in your own mind when Supervisor Maher told you that he talked to Chief Ribera?

Willett: About this issue

Schickman: About this issue?

Bargioni: About this particular issue with Carl Tennenbaum.

Welsh: Well, it would be after

Bargioni: . . . . vacation

Welsh: That's the wrong calendar.

Bargioni: You did get back from vacation on the 19th? The 18th was a Monday and it was a holiday.

Welsh: I recall there being conversations after . . . I can, I can . . .

Willett:

Welsh: My recollection is that he told me he had conversations with the Chief after my letter. So it would be after January 29th.

Bargioni: When you became aware of it.

Willett: Joanne, Do you ever recall Supervisor Maher in your presence referring to you as his girl or his little girl?

Welsh: In my presence? Not little girl. But his girl, yes.

Willett: Would you find that in a professional setting, would you find that offensive?

Welsh: In a professional setting yes I would be mad at him.

Willett: But in a personal or social setting that would not be something that you would be upset about.

Welsh: It wouldn't be my preference on what he would say to me, but, he has a tendency to act like a lot of things that expressions that are unusual like calling people laddies and lads and I mean he just has a way of talk so I never took offense at it. But I would if it was professional.

Schickman: Earlier, Joanne looked at that calendar on the wall and after peering at it saying that she was on vacation from January 11 thru 18th. Now we realize that's a '92 calendar.

Bargioni: But she was on vacation. You were on vacation from the 11th until the 19th.

Welsh: OK

Schickman: OK.

Bargioni: Even though its messed we have a '92 calendar because we do have you vacation card.

Schickman: I want to make sure you weren't mislead by . . .

Bargioni: Those dates are correct.

Welsh: Those calendars

Bargioni: Did Supervisor Maher, when he had this discussion with you about talking to the Chief about Carl Tennenbaum did he ever mention to you that he told the Chief that Carl was a leak to the POA?

Welsh: I'm sorry?

Bargioni: When Supervisor Maher talked to you about his talking to the Chief about the problem with Carl Tennenbaum did he tell you that he told the Chief that he considered Carl Tennenbaum to be a leak to the POA?

Welsh: I can't recall specifically if he did or not. That subject came up but I don't recall him telling me that he told the Chief. I can't specifically . . .

Bargioni: Did he say anything to you about telling the Chief that Carl couldn't be trusted or that Carl was undercutting you in any way.

Welsh: Trusted, gee I don't know. I can't recall. I can't recall his specific words on what he said. I know he talked he called and told me he talked to the Chief about my frustrations about Carl Tennenbaum because I had expressed by frustrations to Bill. We didn't talk about the details of it, it was just like referred to as the subject. Do you know what I am saying. It is the issue in general we didn't.

Bargioni: Some of these questions I can avoid that is why I am taking a few minutes here. A few seconds hopefully. Did Supervisor Maher . . . at some point in time Carl did stop working in Public Affairs is that right?

Welsh: Um, yes. I'm trying to, yes. At some point.

Bargioni: OK

Willett: Did Lt. Craig ever tell you that Carl was taken out of Public Affairs and wasn't going to be working in there any further?

Welsh: Yes.

Bargioni: Do you remember when that was?

Welsh: Well, lets see, that was the week I don't have a specific date because I don't have a calendar - around the first week of February.

Bargioni: Maybe I can help you with a date. Would that be appropriate. The letter that you wrote you wrote on the 28th of January

Welsh: The 29th

Bargioni: The 29th of January. That's a Friday. Was it prior to our writing that letter.

Welsh: No.

Bargioni: It was after.

Welsh: It was after.

Bargioni: After you talked to Lt. Craig.

Welsh: It was after Carl was removed. It was

Bargioni: Prior to your writing the letter did you have a meeting with the Chief and or Lt. Craig about the problem with Carl.

Welsh: Yes. Several.

Bargioni: OK

Welsh: Several

Bargioni: Carl there?

Welsh: No. Not with Carl. There was one beginning of a meeting that I had with the Chief and Lt. Craig where I initiated a meeting with the Chief I was upset about the details which I outlined the next day in the letter and I went into the Chiefs office with Lt. Craig to tell them how frustrated I was with what was happening with officer Tennenbaum and these were the things that I had been reporting on a daily basis and I brought it to different staff meetings in front of the entire staff and I began initiating a meeting or Carl Tennenbaum this is behind closed doors in the

Chiefs office called Carl Tennenbaum opened the door, to this meeting that we were having, the three of us that were sitting there the Chief, Sam and myself, everyone stopped talking and I was waiting for Sam or the Chief to say Carl we are having a meeting right now, which they did not. The Chief invited Carl into the meeting.

Bargioni: Did the meeting have to do with Carl.

Welsh: Yes.

Bargioni: All right.

Welsh: Yes.

Bargioni: Did you feel that it was inappropriate at that time for them to invite Carl?

Welsh: Extremely inappropriate.

Bargioni: Why

Welsh: Because they knew I was coming to them to talk about the problems I was having with Carl Tennenbaum and it was I didn't feel that they had even given me a chance to even begin saying what I was going to say. And they had not listened to what I had to say and I initiated this meeting asked for this meeting and that I had concern and I thought it was very inappropriate.

Willett: Did you tell that to Supervisor Maher?

Welsh: Yes I did.

Willett: What did he say to you about that?

Welsh: Um, he was shocked. He said he just couldn't, he was very upset that that I was being treated the way I was and that was on Thursday evening the 28th. I came home from work and I remember talking to Bill on the phone and I was extremely upset ah because of this confrontation, this incident that had happened and um I told him, I told him exactly what had happened and he came over and we talked about it.

Bargioni: After this meeting with the Chief, if you want to call it that, you got real upset.

Welsh: Well I walked out. Because I was told that I could not talk. The Chief told me . . . after I started to go into what I wanted to talk about and the Chief um, you know, cut me off and then Carl opened the door then they invited Carl in then I accepted that Carl was going to be there and I thought fine, I will go right into what I was going to say if Carl was sitting there or not. I started to explain the whole progress what had happened from the time that I had come back from vacation as I outlined. I was going to go into each one of those points. The Chief told me that he didn't want to hear it. That we were all a team and that he didn't want to hear it. And I said but Chief I really have some important things to talk about. I need to tell you some things. Of course, I had already approached Sam for two weeks and I had also approached the Chief several times about this and every time approached it about it, they told me they would take care of it, but it was never dealt with. So, when I said but Chief I have need and started my sentence I need to talk about this he cut me off and he said I have been taking shit from the Board of Supervisors all afternoon and I am not going to take it from you.

Bargioni: What did he mean by that?

Welsh: It means that he was on the phone all afternoon with the Board of Supervisors and he . . .

Bargioni: In regards to . . . do you know? What it was in regards to.

Welsh: I think it was in regards to 911. Because he would be on the phone all the time. I know that he prior to me going into the meeting I had to wait because he was on the phone with Angela Alioto. So I know he was on the phone.

Bargioni: But it was an issue totally unrelated to what was going on.

Welsh: Totally unrelated.

Bargioni: Now, Captain Willett asked you if you talked to Supervisor Maher about this meeting. You were very upset when you did talk to him on the phone. Did he say that he was going to do anything to intercede in your behalf?

Welsh: No. Not at that point. On the phone, or . . .

Bargioni: On the phone.

Welsh: No.

Bargioni: What point did he tell you that he was going to talk to the Chief about the problem.

Welsh: No.

Bargioni: At this point in time, now March the 1st do you know that in fact that he did talk to the Chief about Carl Tennenbaum?

Welsh: Yeah.

Bargioni: . . . . . Do you have any idea how many conversations Supervisor Maher may have had with the Chief in regards to Carl Tennenbaum being taken out Public Affairs?

Welsh: No.

Bargioni: You said in some point in time Carl was told not to go back in Public Affairs.

Welsh: Yeah. That was the following week.

Bargioni: Are you aware at any point after lets say the 30th of January that Supervisor Maher contacted Lt. Craig or Chief Ribera about now having Carl Tennenbaum transferred out of the Chiefs office?

Welsh: Transferred out of the Chiefs office?

Willett: Let's back up a little bit. Did you . . . when Carl was transferred out of Public Affairs or actually he wasn't even . . . he was reassigned back over to the Chiefs office and Sam told you he is not going to be back in there anymore. So you are not going to have a problem. Did uh, did, was there any more conflict of problems between you and Carl.

Welsh: Well it was very tense. I mean Carl and I weren't speaking.

Willett: OK. So you would come into the Chiefs office and Carl would be there and it was very tense.

Welsh: Yeah. And I also knew that Carl was taking press calls over there.

Willett: And that upset you?

Welsh: Yes because its agreed that the press would be referred to Public Affairs. And he would be on the phone and other staff members would tell me how he would be on the phone with the press in the Chiefs office and he wasn't referring the calls over.

Willett: Did you talk to Lt. Craig about that.

Welsh: Yes, I did.

Willett: Did you talk to Chief Ribera about that.

Welsh: No. I did not. At that point the Chief was not speaking to me. I do know that officer Rose Melendez spoke to the Chief about it.

Willett: You're obviously upset. You're mad.

Bargioni: Do you want us to stop for a minute?

Welsh: Yeah.

Bargioni: Do you what us to stop for a minute?

Welsh: No. I'm OK.

Willett: Did you talk to Supervisor Maher about this situation?

Welsh: Yes.

Willett: Did that anger him?

Welsh: Yes.

Willett: Did he say that he was going to see the Chief about it.

Welsh: No.

Bargioni: Now we understand from you that at some point in time the Supervisor did tell you that in fact he did see the Chief about the situation with Carl Tennenbaum.

Welsh: Yes.

Bargioni: At any time did the Chief tell you that Supervisor Maher was interfering with the operations of the Chiefs office?

Welsh: Never.

Bargioni: Did any member of the Cheif's staff about Supervisor Maher's interference or do you even know if they were aware of it?

Welsh: Interference no. Bill's personality yes.

Willett: What did Rose Melendez tell you about that at that time.

Welsh: Guess I'm getting confused on the time.

Willett: I am talking about the time basically around the time that we are trying to get Supervisor Maher is lobbying the Chief to get to Carl Tennenbaum transferred off the 5th floor and if you don't know about that then about the time you were having a conflict with Carl in the Chiefs office I mean in the in not referring these requests things to you.

Welsh: Now I'm lost.

Schickman: . . . she wrote it January 29th letter is that a good benchmark from before that is that a good benchmark.

Welsh: Yeah, and I know I'm a little

Schickman: Benchmark . . .

Welsh: . . . I feel like there are things left out.

Bargioni: Like what. Go ahead.

Welsh: Well I just feel that time period after I wrote the letter and the incidents that happened after the time Carl was taken out of the office

Bargioni: OK. You want to go into it.

Welsh: The letter, the letter was brought to the Mayor and Mayor Jordan and Wendy Paskin on January 31st to their home by Supervisor Maher.

Willett: Let's take a break here.

Bargioni: I'm putting the tape back on. We just turned it off for a few moments to bring a 1993 calendar into the room. Joanne you said that there were a few things that you wanted to clear up after the letter had been written on January 29 and you are briefly beginning to just briefly beginning to talk about the letter actually being delivered to the Mayor and his wife at their residence on January 31 by Supervisor Maher.

Welsh: Right.

Bargioni: Do you want to expand on that a little bit further.

Welsh: Yes. Well what happened was is that on Friday the 29th because of the confrontation on the 28th with the Chief and Lt. Craig I was very upset and I didn't go to . . . I called in SP on the 29th and later that day I talked to officer Melendez and Rose suggested to me that I write out . . . that I write out that what I was going to say at the meeting to the Chief and to try to communicate what I wanted to say because she was very aware as well as other people in the staff as how frustrated I was with the situation and other people had expressed to me their observations of they couldn't understand why this was happening. So I spent that full night writing a letter and I brought, personally, brought the letter to the Chiefs house and nobody was home at the time so I slipped it under the gate. And then, I called and that was on a Saturday the 30th.

Bargioni: Did they know the letter was coming.

Welsh: Yes. I called and talked to Cathy and told her I was going to bring over a letter. So then I called several times and waited for him to return my calls which he didn't I called three times and then called again and finally Cathy put him on the phone and I asked him if he had read the letter and he said that he had and then um I don't know how much I should go into all this detail but I anyway we ended up talking about the letter and disagreeing about officer Tennenbaum's conduct. And we actually had two phone conversations one which the Chief hung up on me and then I called him back and said I'm trying to save our friendship as well as our working relationship. Initiated another conversation and we continued to disagree and I hung up the phone and at that point I was extremely upset and I couldn't understand you know, I just couldn't understand what you know why this was happening and I felt that I worked hard and I

was concerned about these things and I didn't understand why anything nothing was being done about it. So I felt like I had exhausted every avenue I had. I had gone to Sam I documented it. I had gone to the Chief and it was I was like basically told that I was told by the Chief I was making mountains out of molehills and that he didn't want someone on staff that needed counseling. So it was very apparent to me that he was not going to listen to what I had to say or deal with these issues and I showed the letter to Supervisor Maher and he asked me do you want me to bring this over to the Mayor and I said yes I do. Because I was working in a daily contact with the Mayor's press office. I had a good relationship with them and a good relationship with the Mayor and I thought there was a serious problem.

Willett: The Mayor's press office. Was that Bob Forsythe?

Welsh: Bob and Stacey.

Willett: And through Bob you felt that you had a good working relationship. Did you ever communicate that to the Chief in regards to your working relationship.

Welsh: Yes. In fact Bob used to call me Ace. Hey Ace how are you doing.

Willett: Did he ever . . . had he ever shared that with the Chief that you were had a good working relationship with him.

Welsh: I don't know.

Willett: OK. So on the 31st, the Supervisor . . .

Welsh: So on the 30th of that evening Supervisor Maher called the Mayor and asked the Mayor if he would come over the next day. The Mayor agreed and said meet me at my house at half time for superbowl halftime. So Supervisor Maher went over to the Mayors home that afternoon, I was not present, but from what I understand he went over there showed the Mayor and Wendy Paskin my memo in which it was relayed to me thru Supervisor Maher that they expressed concern and they were happy with the work that I was doing and the Mayor conveyed to Supervisor Maher that I would talk to the Chief.

Willett: OK. Let's talk about how long you have known the Mayor. How long have you known the Mayor.

Welsh: Um, well I have known the Mayor for thru the Police Department from when I first came and I knew of him I didn't have . . . I never worked directly for him. Um, except when I was doing witness relocation and on social occasions in the Police Department um I knew him and liked him very much.

Willett: When he was campaigning for Mayor did you work on his campaign?

Welsh: Not officially, but I did campaign for him. I spoke to him on two or three occasions. I spoke to him personally for great length. Like an hour conversation. And I also you know had bumper stickers on my car and I contributed money to his campaign. I got other people to contribute money.

Willett: Did you walk precincts for him?

Welsh: No.

Willett: Did you have, did you ever have social relationship where you and the Mayor and the Mayor's wife, did you ever go out with Supervisor Maher and the Mayor and his wife together?

Welsh: Yes.

Willett: How many social . . .

Welsh: Well we never had like, had like we never specifically said on this date we are going to go out to dinner. We would run into them lots of times.

Willett: But you didn't go out together and basically say we are going out together the Mayor and

Welsh: Supervisor Maher had a very close relationship with them, but I would see them when I was with Supervisor Maher at different restaurants, we would join their table and then we also many, many different functions I would see them a lot of times we would sit at the same table with them.

Willett: Could you call the Mayor up and say I would like to come over and see you and your wife.

Welsh: No. I had never called um, I had never called the Mayor directly. Ever.

Willett: You would not feel comfortable doing that?

Bargioni: We're getting there - we don't have that much more to go.

Welsh: We are at that point where . . . get my dates together.

Bargioni: That's OK.

Willett: . . . . What they want

Bargioni: . . . . Supervisor Maher goes over to the Mayor's office. He comes back and what does he tell you?

Welsh: That's when he told me that he and Wendy were both concerned. They felt there was a concern and that the Mayor had told Supervisor Maher that he would speak to the Chief about it.

Bargioni: Did in fact he speak to the Chief? Or did he know if he spoke to the Chief?

Welsh: I don't know. For a fact I was told that he did.

Bargioni: By who?

Welsh: Supervisor Maher.

Bargioni: Told you that the Mayor did talk to the Chief.

Welsh: And I think that if I recall right the conversation took place in the Mayor's office or by phone and Supervisor Maher was in the Mayor's office.

Bargioni: Do you have any idea what the conversation involved. If you don't that's fine. Did he mention to you at all?

Welsh: It was regarding my . . .

Bargioni: Was there any resolution?

Welsh: Um, at some point during the week after that incident the Chief was not speaking to me at all.

Bargioni: Was the Chief speaking to Supervisor Maher during this period of time?

Welsh: No.

Bargioni: We are now on the second tape and we took a brief break for water and a little refreshment. The time is 2020 hours. At any point did you talk to anyone beside Supervisor Maher, besides the Chief and Lt. Craig? Anyone specifically in the Police Department about wanting to see Carl Tennenbaum out of the Public Affairs.

Welsh: Yes. Rose Melendez. Phil Flec.

Bargioni: Who?

Welsh: Phil Flec.

Bargioni: Where does he work?

Welsh: He works for the vehicle.

Bargioni: As referred in my memo and it is also documentation I gave to the other investigators Phil Flec an incident where Carl faxed a report that Phil and I were trying not to Fax and so he knew he was aware of that particular incident and my frustration with officer Tennenbaum in the office.

Schickman: We don't mind if you want to get that memo. I know that one of the things that you said earlier is that they were bifurcating about the sexual harassment and the issue of the allegations in regard to Bill Maher in keeping separate that, right. This memo ah, is of any help then you have that an . ? . do you have any objection of going to things that are in your office. Um, you mentioned off the record that there are things in the office you told me on Friday that the office investigation is going on that officer Welsh is still on working status but you don't want her coming in.

Willett: Well, no, if she feels like she wants to come back in and start back to work that's fine but we have had some assistance thru the employee assistance program that has been provided and there is going to be a determination. I imagine right now you are kind of like, ah, under well you are still reporting to Lt. Sam Craig.

Welsh: Yeah.

Willett: That's is going to be resolved. And once you make a determination that you want to come back and feel comfortable doing that, uh, she can come back.

Schickman: Friday you said that you didn't want your working status while this investigation.

Willett: That has to do with the press. All the press that was up here. We have scheduled an interview for that date

Schickman: OK, OK

Willett: And when we scheduled the interview for that date it was approximately, I guess, 20-30 people in the press on that date that's when I called you and said that it would be better if she did come down, I was feeling that there may be you may be doing an interview and be better that she now come down from work because that might have presented a problem for our being able to interview.

Schickman: OK

Willett: So as of right now, in regards to, once we conclude this interview my involvement with Joanne's working situation and with you unless we want to do another interview related to these allegations, will be over.

Schickman: OK

Bargioni: All right Joanne. At some point the Chief took the position that he wasn't going to transfer Carl Tennenbaum out of the office. Are you aware of that? We talked briefly before about Supervisor Maher, talking with the Chief about actually transferring Carl completely out of the Chiefs office. At one point the Chief took the position not to transfer Carl out of the office.

Welsh: I understand that he took the position but he never talked to me. He wasn't even speaking to me.

Bargioni: At all. So you were not advised of that.

Welsh: No. I was not advised of anything from the Chief. He was not speaking to me.

Bargioni: Do you know if he advised Supervisor Maher that in fact he was not going to remove Carl from the office.

Welsh: I don't know.

Bargioni: You don't know.
Were you working on February 10th?

Welsh: Yes. Excuse me. Again there was a couple of things that . . .

Bargioni: OK, If there were a couple of things that happened tell me because it may be something that we are not aware of.

Welsh: OK. I returned to work on February 1st. During that week it was uncomfortable. Officer Tennenbaum was you know this is where I am a little confused when officer Tennenbaum officially went over to the Chiefs office out of Public Affairs. That I have to say I am a little confused about. I do know that on February 4th

Bargioni: OK, lets back it up a little. Was he still working in Public Affairs on the 28th when you had the meeting?

Welsh: Oh yes. He had moved everything into the office when I went on vacation. He never left. Officer Tennenbaum sat in Public Affairs. He moved his chair, his furniture and all his things into the office and he was telling everybody in the press that he worked there. He answered the phone Public Affairs Tennenbaum.

Bargioni: And as of the 28th he was still there. As of the 29th when you wrote the letter you were off that day so you don't know if he was still there or was back in the Chiefs office. Now you come back into work on February 1st

Welsh: February 1st and this where I am a little confused.

Bargioni: As to whether he was still there?

Welsh: Yeah I don't think that he wasn't like sitting in Public Affairs he was over at the Chiefs office but all of his things were still in Public Affairs. See they gave him a desk when the staff got officer Melendez and officer they all got individual desks over in that room adjacent to Fiscal and also Tennenbaum had a desk over there also. The week that I went on vacation he moved everything into Public Affairs and he never removed those items.

Bargioni: Was it your impression that officer Tennenbaum thought that he was permanently assigned to Public Affairs.

Welsh: He had stated to me that he was on January. He left a message on my machine which I heard on January 17 that now he was in Public Affairs the Chief gave the OK. I phoned the Chief on January 18 and told them that there was an relayed this to the Chief and he said no that he wasn't and I said, well gee, there is a miscommunication and that's when this all started. I was being told one thing.

Bargioni: Right, and, he was being told another.

Welsh: Exactly. Right

Bargioni: We are at February 1st. You don't recall if he was physically there but all of this things were there.

Welsh: All of this things were still there and he seemed to be spending more time over at the Chiefs office and . . .

Bargioni: Did anybody say anything to you about whether he was still working in Public Affairs.

Welsh: Sam and I had a long talk on that Monday about what had happened the first day before and I told him um, that we kind of talked about it and he understood the concerns and we talked about officer Tennenbaum and Lt. Craig expressed in these conversations that I had with him in those next February 1, 2, 3 that week the problems he was having with officer Tennenbaum on his staff. That officer Tennenbaum was not completed projects for him that he . . . Lt. Craig even suggested we basically we were talking about how the Chief seemed to be blind or just wasn't on going to listen to the problems we were having with officer Tennenbaum. So it was not just my own concern, Lt. Craig communicated his problems he was having and so

kind of had a conciliatory conversation and where I told Lt. Craig well gee I'm sorry that upset you but you know . . . problems now I I understand you have now I understand your frustration because you're not you seem to be powerless about this also. And he said yes. It was kind of one of those sort of hand up what are we going to do. Um, so the week, you know, Sam tried to get things to calm down, he was looking for a goal of trying to work something out and he even told me in conversation that may be he would start as part of the career development program, um, get maybe have Carl go into career development and be one of the first people to develop that and have different officers coming into work and the Chiefs office and get the experience and administration they would come in a six week rotation. Get a project and move thru career development. He thought, seeing, Lt. Craig expressed that to me that would be a way to get officer Carl Tennenbaum into, out of the staff. He suggested that to me.

Bargioni: And he, . . .

Welsh: He asked me what I thought and I thought that was a great idea. Because that would be an offer Carl something. And Carl didn't seem happy where doing projects and Carl expressed that to me. Carl expressed that to me. He didn't like projects. Something he wanted to do. So the week moved on and on February 4, if I recall right February 3 I worked late that night. There was a Commission meeting and I think that was the 4/10 plan in which I worked later. I never submitted overtime in the time that I worked from November even though I worked overtime I didn't submit and

Bargioni: Why?

Welsh: Because I wanted our budget to look good.

Schickman: Budget Public Affairs

Welsh: Yeah. And for the Chiefs staff.

Bargioni: Did you put in for time.

Welsh: No.

Willett: Did you discuss that with Supervisor Maher?

Welsh: Yes.

Willett: Did he indicate to you that he discussed that with Lt. Craig or Chief Ribera?

Welsh: Yes

Willett: What was the result of those discussions?

Welsh: The result?

Willett: To your knowledge?

Welsh: The result was that I told Sam that . . . Sam asked me is that a concern Joanne that you are not telling me about and I said no I said, I said to be frank to be honest I said I don't want the money right now that wasn't you know time was more important to me and I like the flexibility of moving my hours around. The reason I brought this up because on February 3rd I worked late like 10 o'clock that night, Wednesday night so February 4th I came in late. So February 4th I had some things errands I needed to do with Mary Kate and I was on my way to drop Mary Kate off at day care at 10:30 in the morning when I got a page from the Mayor's office. That was around 10:30. It was like a phone number that I actually didn't it was a 415 number I didn't recognize the number right away but it had 911 after the number so I called it and it was Janet, the Mayor's secretary. She said the Mayor would like to speak to you. So I said OK. And I don't think I . . . I mean this was like you know for very . . . I didn't have conversations with the Mayor like that and this was also on my Department phone so that log will be there. And that was on February 4th and he relayed to me that you know that I talked to Supervisor Maher about the memo and you know the letter and concerned about me and he was very nice and he said that he was very happy with the work that I was doing, that he had spoken to the Chief. He told me about his um that he thought that this was a good opportunity for me especially as a woman to be able to be in this position and he thought it was a great career for me. He was just kind of making me feel good about working in the office and he wanted. He said, I really want this problem to be worked out and he brought up to me about officer Tennenbaum. His concern about officer Tennenbaum being a leak to the POA.

Bargioni: The Mayor did?

Welsh: The Mayor brought it up to me.

Welsh: And he went on to say. He brought it up and then he went on to say that well you know Sam Craig is on the OFJ and you and Rose are on the WON and you know this isn't we can't use someone on the POA because you are all involved these organizations. I said something like well I am not concerned about that I am concerned about the behavior. I distinctly remember making that point to him. I am concerned with the immaturity and the behavior of officer Tennenbaum. And I told him that I felt that that was the issue.

Willett: What did he say to that?

Welsh: He didn't say much to that. And then he did say well has the Chief talked to you. I said no he hasn't. He is not speaking to me at all. And he said well Joanne I really would like you to work it out and he said I am going to ask you would you try to um talk to the Chief. Would you try to initiate some communication. And I said of course I will. And I told him how committed I was to making things work and his administration . . . of course I really want to work out and the conversation was left at that. It was like he said you know please lets try to work this out. I said I will Mayor. And it was that was the end of the conversation.

Willett: Do you know whether Supervisor Maher was in the Mayor's office when that occurred?

Welsh: I don't know I mean but I wasn't physically there, but

Willett: Did Supervisor Maher come back and say did the Mayor call you? Did Supervisor Maher come back to you and ask or tell you that the I was in the office with the Mayor when he called you?

Welsh: No. Never at any time.

Willett: Or when you called him?

Welsh: I can't recall exactly but I think Supervisor Mayer was doing something else at that time. I had no . . . I never ever thought that he was in the office with the Mayor when he spoke to me on February 4th.

Bargioni: Did you and Supervisor Maher, subsequent to your conversation with the Mayor, did you have a discussion about the conversation with the Mayor.

Welsh: Yes. I told Supervisor Maher that the Mayor had called me and Supervisor Maher was pleased and that's good and I hope that you know it sounds like its going to . . . its going to work out and I said well I said I'm going to really try to talk with the Chief but its you know its almost . . . . its really hard I don't know how I am going to talk to him if he doesn't want to talk with me. A kind of conversation like that but I did say that it made me feel really good that the Mayor had called me and it was kind of a big deal to me . . .

Bargioni: Did you make an attempt. . .

Willett: Joanne

Bargioni: I'm sorry

Willett: Joanne, I just have to clear this up in my mind and in regards to the issue. Are we talking about the issue of Carl Tennenbaum being removed from Public Affairs or Carl Tennenbaum removed from the Chiefs office.

Welsh: I would say that it was in general until the Mayor brought up this point about the POA. And then

Willett: Then it was out of the Chiefs office or should have been. And you and Supervisor Maher agreed that that was the way that it should go?

Welsh: No. That was not that I was not pleased with Carl Tennenbaum's behavior but I never agreed to with Supervisor Maher of you know what should be done or like this POA thing or whatever . . . That wasn't me.

Willett: OK, that was either Supervisor Maher expressed any time to you his feelings that Carl Tennenbaum should be removed from the Chiefs office.

Welsh: Yes. He expressed to me that wasn't the type of person to have there. . . . conversation

Willett: Was that along the same time that the Mayor had called you?

Welsh: Well these were you mean like exact time or anything or around that time or these two weeks during this whole time period. Yes.

Willett: The reason I am making the distinction is there actually two actions that occurred in our investigation that we have been able to determine. One of those that Carl Tennenbaum was told and directed not to be in the Public Affairs office and then the issue came up that of Carl Tennenbaum's removal from the Chiefs office. His transfer out of the Chiefs office. So we kind of had two specific issues. Did you have an understanding that these were two issues?

Welsh: Um, yes. And that came from when I referred to earlier um after Carl was in the Chief's office that he wasn't speaking to me and that he was taking phone messages from the press and not giving them to me and also Officer Melendez relate to me and to the Chief that Carl was quoting was talking to the press as a spokesman for the Police Department and she told me that he had talked to the LA Times about issues of gays in the Police Department and she sat right next to him while she was in the Chiefs office talking to the LA Times about this issue. So these were the things going on. After he had gone out of the Public Affairs office the problem was continuing.

Bargioni: Can you think of any more, in that particular week, that you feel is significant.

Welsh: No.

Bargioni: OK. Now moving up to February 10. At any point prior to Supervisor Maher coming down to see the Chief did he indicate to you that he was going to see the Chief about the matter involving Carl Tennenbaum?

Welsh: No.

Bargioni: Did the Supervisor call the Chief from your office here in the Hall of Justice prior to going over to see him?

Welsh: No. Not to my knowledge unless I went to the bathroom or something.

Bargioni: . . . .

Welsh: No. No. I never saw Supervisor Maher in the building in the Hall of Justice on February 10th.

Bargioni: Were you in the building on February 10th.

Welsh: Yes I was.

Bargioni: In your office.

Welsh: In my office.

Bargioni: After the Chief thru the Supervisor out of his office did you and Supervisor Maher have discussions about what had taken place in the Chiefs office.

Welsh: Yes. That was. I got home from work and I guess around 6:00, 6:30. Until then I had no idea that anything had occurred between the Chief and Supervisor Maher and Supervisor Maher called me and seemed very depressed that he had this run in with the Chief.

Bargioni: Did he tell you what it was over?

Welsh: He told me that it was over the like, the whole problem. I don't remember exactly his exact words. Um, I guess I don't know if he referred to officer Tennenbaum or just my letter or I can't remember exactly how he . . . . but that was the subject matter.

Bargioni: Did you feel that . . . Well, first of all what was your reaction when he told you they had this blow out.

Welsh: I was very upset. I just . . .

Bargioni: Were you upset with him, were you upset with the situation? Were you, I mean, go into a little more detail for me.

Welsh: I was extremely upset about the situation. Because I had had this conversation with the Mayor and even though the Chief and I weren't talking I was upset that this happened because I was trying so hard to work things out.

Bargioni: Can't you, during the week prior to this altercation were you finally able to sit down with the Chief and talk to him?

Welsh: No I did talk to the Chief about, I went into his office a couple of times to tell him about press information and spoke with him but we never talked about the issue. He was very professional but he seemed very disinterested even talked to me. So it was like information was exchanged but that was the end of it.

Bargioni: So, now you are extremely upset and you said that Supervisor Maher seemed depressed. This was over the phone, this conversation.

Welsh: I told him to come over.

Bargioni: You did.

Welsh: Yeah. To my house.

Bargioni: And what happened next when he did come over?

Welsh: Well, before he came over I called Jim Lazarus.

Bargioni: At the Mayor's office?

Welsh: And I actually wanted to speak to the Mayor and the Mayor wasn't available he was getting ready to go to the community meeting and I think I paged Mike Hughes.

Bargioni: Mike Hughes is?

Welsh: Mike Hughes is the Mayor's driver. Mike called me back and I told him that I wanted to talk to the Mayor and he said well I don't know Joanne he is getting ready for a meeting but how about Jim Lazarus. So I talked to Jim Lazarus and I said it just occurred there was some kind of confrontation or dispute and then I told him how frustrated I was with this whole thing and I couldn't believe I just can't believe this just keeps getting worse and I don't know what to do and things to that regard. Then Supervisor Maher came over.

Bargioni: And what did he tell you when he came over to your house?

Welsh: He told me that um he had a confrontation with the Chief that he had. . . I said how did that happen and he said he had gone to the Mayor's officer earlier that day and the Mayor I guess, I don't know, they had some discussion about it and then he went to Jim Lazarus and had a discussion about it and he was frustrated and he phoned the Chief and said I would like to come over and talk to you and the Chief said OK. He then went over to the Chiefs office and I guess they talked about this issue and, I don't know how brief, I don't know this is all he related to me and that at some point he told the Chief that I was going to take this to the . . . make this a public hearing.

Bargioni: That you Joanne Welsh or he Supervisor Maher?

Welsh: Well he said that I was going to make this a public hearing? This is all what he told me what the conversation was. I wasn't there.

Willett: Did he say what Supervisor he was planning on going to support him on having a public hearing regarding the transfer of Carl Tennenbaum?

Welsh: No that's the first I've heard of it.

Bargioni: Do you know if he made a demand on the Chief that day to transfer Carl Tennenbaum out of the Chiefs office?

Welsh: I don't know how the . . . my understanding it wasn't a long conversation.

Willett: Were you ever aware that Supervisor Maher had stated to anyone including the Chief and Rose Melendez and Lt. Craig and other members of the Chiefs staff that, the Supervisor put the Chief in the job and that the Supervisor could take him out of the job?

Welsh: No. That was. No one ever said that to me either.

Willett: Did he ever say it to you?

Welsh: No. No.

Bargioni: After this incident on the 10th he is now over at your house, did you talk to anybody else on the Chiefs staff about what had happened that day. Did you call anybody or did anybody call you and let you know what happened?

Welsh: February the 10th?

Bargioni: February the 10th the altercation.

Welsh: No because I didn't go to work the next day. I didn't go to work I SP'd.

Willett: Was the 11th. When was the date that you found out about the transfer.

Welsh: February 11th.

Willett: How did you find that out, if you weren't at work.

Welsh: I was paged.

Willett: By whom?

Welsh: By someone in the Department who told me there were rumors all over the Hall.

Willett: OK. Now we are getting in the area where I have to order you to and I don't want to do that OK. Who were you paged by?

Welsh: Carla Ruth.

Willett: OK. What did Carla Ruth say?

Welsh: Carla Ruth said "honey what is going on I know you weren't at work today and there's rumors all over the Hall and I had heard from the 4th Floor, 5th Floor that you are transferred to Northern Station" but . . .

Willett: Did she say where she had heard that?

Welsh: She said that she had heard it even . . . She mentioned Sylvia David.

Willett: I don't know who she is. Who is she?

Welsh: She works on the Photo Lab on the 4th Floor. She was trying to express to me she had heard it all over.

Willett: Apparently there was a staff meeting at that time and your transfer was discussed in that staff meeting and apparently . . . we interviewed the people that were at the staff meeting and they came out and then a lot of times at staff meetings there was things were discussed and people come out and say certain things OK and apparently people talked about your transfer, but, I don't believe that there was anything mentioned about Northern Station. Do you know how she came up with Northern Station? Did she say?

Welsh: That is what she was told. It was very specific and this is I have to say that this is the first time that I have been

Schickman: Just answer the question, yes, the first time you knew about a staff meeting.

Bargioni: That you Joanne Welsh or he Supervisor Maher?

Welsh: Well he said that I was going to make this a public hearing? This is all what he told me what the conversation was. I wasn't there.

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Welsh: No. That was. No one ever said that to me either.

Willett: Did he ever say it to you?

Welsh: No. No.

Bargioni: After this incident on the 10th he is now over at your house, did you talk to anybody else on the Chiefs staff about what had happened that day. Did you call anybody or did anybody call you and let you know what happened?

Welsh: February the 10th?

Bargioni: February the 10th the altercation.

Welsh: No because I didn't go to work the next day. I didn't go to work I SP'd.

Willett: Was the 11th. When was the date that you found out about the transfer.

Welsh: February 11th.

Willett: How did you find that out, if you weren't at work.

Welsh: I was paged.

Willett: By whom?

Welsh: By someone in the Department who told me there were rumors all over the Hall.

Willett: OK. Now we are getting in the area where I have to order you to and I don't want to do that OK. Who were you paged by?

Welsh: Carla Ruth.

Willett: OK. What did Carla Ruth say?

Welsh: Carla Ruth said "honey what is going on I know you weren't at work today and there's rumors all over the Hall and I had heard from the 4th Floor, 5th Floor that you are transferred to Northern Station" but . . .

Willett: Did she say where she had heard that?

Welsh: She said that she had heard it even . . . She mentioned Sylvia David.

Willett: I don't know who she is. Who is she?

Welsh: She works on the Photo Lab on the 4th Floor. She was trying to express to me she had heard it all over.

Willett: Apparently there was a staff meeting at that time and your transfer was discussed in that staff meeting and apparently . . . we interviewed the people that were at the staff meeting and they came out and then a lot of times at staff meetings there was things were discussed and people come out and say certain things OK and apparently people talked about your transfer, but, I don't believe that there was anything mentioned about Northern Station. Do you know how she came up with Northern Station? Did she say?

Welsh: That is what she was told. It was very specific and this is I have to say that this is the first time that I have been

Schickman: Just answer the question, yes, the first time you knew about a staff meeting.

Willett: Oh, this is the first time that you knew that you were going to be transferred is that right is that what you were going to say? I mean that you were hearing it from some one in the Police Department. Go ahead and say it.

Welsh: Yes.

Willett: That is the first time that bothers you

Welsh: Yes.

Willett: And that would have bothered you if you had heard it from me or somebody in the administration that you had heard that you could confirm that you had been transferred really upset you.

Welsh: Well yes but what's bothering me is that I was told differently from staff members that day. I was told that I wasn't. So I was very interesting, confusing to me.

Bargioni: By staff members do you mean command staff or staff within the Chiefs office.

Welsh: Staff, within the Chiefs office.

Willett: Who were they.

Welsh: Can we back up a minute. After February 10th we are now in February 11th the next day I was very upset I didn't go to work that day. I kept thinking how am I going to resolve this. Um, so I . . .

Bargioni: May I ask you one question there? Why did you feel you should have to resolve a problem between the Supervisor and the Chief?

Welsh: I didn't feel about resolving the problem between the Supervisor and the Chief I wanted to resolve the problem between me and the Chief.

Bargioni: OK. Got it.

Schickman: Do I understand correctly that at the staff meeting it was announced that she was going to be transferred?

Bargioni: There was discussion about it. We don't really know if it was an announcement or there was discussion.

Willett: As in any staff meeting there was some discussion about it and sometimes people talk when they get out and rumors go around this Department. And that is usually how it happens. We will go into that later on when you are asking me questions at another point. OK so Carla Ruth calls you and tells you . . .

Welsh: No. So I call in sick that morning. And I am just totally distressed on how I can fix this problem so I page Mike Hughes. And the night before when I talk to Jim Lazarus he told me he would get back to me that morning but he didn't. So I paged Mike Hughes and Mike calls me back. Mike I said I have got. Oh, I forgot one important detail. February 10th after Supervisor Maher came here to my house after he told me about what had happened in the Chiefs office I got very upset and I broke down crying and I told him about sexual harassment.

Willett: OK. So now that causes him to be very upset. Supervisor Maher when you tell him that.

Welsh: He was shocked. This is after the incident.

Willett: Who did he call?

Welsh: He didn't call anybody.

Willett: Did he have conversations with Captain Newlin that you know of?

Welsh: No. I had a conversation with Captain Newlin.

Willett: About?

Welsh: About that night.

Willett: About telling.

Welsh: And I told him what I told Bill.

Willett: About that night did he call you or did you call him.

Welsh: I called him.

Willett: And what did you tell him?

Welsh: I told him that I had told Bill what had happened in 1989.

Willett: What was your relationship with Captain Newlin? A social relationship or professional relationship?

Welsh: Social and professional.

Willett: OK. Would you call him a friend? That you would confide that in.

Welsh: Yes I confided lots of things to Capt. Newlin.

Willett: OK. And so now Supervisor Maher knows about this and Captain Newlin know that you have told Supervisor Maher

Welsh: Yeah I phoned him specifically and told him that I told Bill.

Willett: Did you tell Capt. Newlin what Bill was planning on doing about it?

Welsh: Bill wasn't planning on doing anything. Bill was like in shock.

Willett: Did Captain Newlin talk with Supervisor Maher about it?

Welsh: You know, I honestly can't remember if I gave him a phone or anything like that I remember I don't recall that I really don't but I'm not saying that couldn't have been I was like I said I was crying I was upset. Bill was like numb and I don't recall if they talked. I know that Bill was at my house and I called John Newlin from my house.

Willett: Did John Newlin ever talk to you about Supervisor Maher say now we are going to go to War I know the whole thing I know why Tony has been doing this to Joanne.

Welsh: That could have been I can't recall. I don't remember if he said that to him or not. I mean like I said I was like crying and upset and I don't remember if he said it to me if he said it to him I don't remember if we talked. I do remember talking to Captain Newlin.

Bargioni: Did you talk to Rose Melendez. Did you call her that night?

Welsh: Yeah, I think I did.

Willett: Did you tell her that Supervisor Maher about the sexual harassment allegations?

Welsh: No I told her that she didn't understand that there was a lot more to it that you, she didn't know the whole story and she said what do you mean and I like told her I indicated something to her like that there was, you know, stuff going on that I hadn't confided in her and not told her and there was a lot other more going on than just Carl Tennenbaum thing and I told her something like I told her something like there was sexual things going on with the Chief and she was like well I don't know anything about that.

Willett: OK. We are not going to go into the sexual harassment stuff. We want to try and avoid that and talk about Supervisor Maher's activity and the Chief's activity. What is the next step from there?

Welsh: The next step is the next day and the next day.

Bargioni: The 12th.

Welsh: Yeah. And that is when I started to go into how I hadn't heard from Jim Lazarus. I discussed with Supervisor Maher I was very depressed I told him that maybe it was better that I just left the office and maybe and I talked to him about maybe I could go back and do witness relocation. Maybe I could do this maybe I could do that. I desperately didn't want to hurt the Mayor's administration. And I was trying all these things were going thru my mind. I was very confused on what I should do.

Bargioni: What did you end up doing?

Welsh: I paged my Mike Hughes. I told Mike Hughes and told him that I desperately needed to talk to the Mayor and I wanted to talk to him and tell him the whole story not just this stuff with Carl Tennenbaum and Mike told me he is having this lunch and I will get you together after the lunch and I will give you a call back and I said OK. Because I said Mike I have got to talk to him. Its extremely important. OK, I'll promise you Joanne I will get some time with him this afternoon. So then um Bill was spending some time with me and I kept talking and what am I going to do and he was like well will have to decide what you want. He was upset at me too how could you have me support this guy and never told me anything about this and I can't believe you did this. And I just, you know, I was very depressed I didn't know what to say and I kind of just resolve it somehow and I was feeling guilty and I will just go away somewhere and I'll take whatever. At

that point I was very confused on what I should do. In the meantime, I get this page from Carla Ruth. Joanne what is wrong it is all over the Hall of Justice you are transferred to Northern Station and I was shocked. I said what. I can't believe this and the whole time I was thinking I can't believe this from trying to I was trying to think of all these ideas that I could do and they it was all over the Hall and I thought I can't believe they havn't called me. Nobody's called me. I have a cell phone, I had a pager. Nobody from the staff contacted me and so I hung up the phone and I said I can't believe this. So Mike Hughes had paged me with a number before and I called the number thinking I was going to get a hold of Mike Hughes and the Mayor picked up the phone and I told the Mayor what had happened. I told him about that the Chief had transferred me to Northern Station and the Mayor was shocked. He said what! And then I went on to tell him that there was something I needed to talk to him about that was extremely important and the Mayor just, kind of-he was very upset he started venting all his frustrations about the PUC. That he had this meeting he was on his way to this meeting in his office and there was 30 people there and he has got to deal with the PUC and he is not a mediator and I told you take care of this and he was just not letting me get a word in edgewise and I kept saying Mayor I have got to talk to you something important to tell you and I am getting desperate on the phone and he is screaming at me on the phone.

Bargioni: Is Supervisor Maher there at all?

Welsh: Yes. I am in his car. I am on his car phone. And

Willett: It was a decision to tell the Mayor about this sexual harassment charge.

Welsh: Yes. I made that decision because I felt that whatever I did I wanted the Mayor to know what was going on so that because I felt he needed to know the whole picture.

Bargioni: Were you ever able to get that out.

Welsh: No. I was getting desperate and desperate. But there is something . . . He just kept yelling at me. And it wasn't like he was yelling at me he was yelling in general because he it looked like you could tell he had had it that week. It was like you could

tell he had had it that week like I said with all the PUC problems Tom Elzy. Mike was in the car with him. I know Mike heard him yelling at me. So finally, I said, but, Mayor something I have to tell you and there is something very important. There is something you don't know and I am trying to get this across I need to tell you something. He said I don't care. He said whatever the Chief did the Chief did and I can't do anything about it and that is just the way it is.

Willett: So what is the next step?

Welsh: So I hung up the phone I was devastated and I didn't know I was just like I felt like the world I didn't know what to do. I was frantic and so I dialed on the phone and this time there is no conversation with Bill and I. I hung up the phone and said I can't believe it. I can't believe he is not going to listen to me and I picked up the phone and I called my office and Frank told me that Mattier & Ross have been calling the office and asking all these questions about my vacation dates and all this stuff in regards to this transfer. So I hung up the phone with Frank and I got very upset and I thought to myself, I can't believe this guy he has already gone to Mattier and Ross with this.

Willett: In fact Mattier and Ross had already called him.

Bargioni: Meaning the Chief-when you say he?

Welsh: It got leaked so bad that, this whole thing. So I told Bill to take me to the Examiner.

Willett: Who told him?

Welsh: I told him.

Bargioni: He did not suggest it?

Welsh: I told him. I said take

Willett: What did he say about that?

Welsh: He didn't say much at all. I mean it was just like he just did it. It was like all happening so fast we didn't even . . . I was like, in one of my . . . I was like just take me there . . .

Willett: When you say when you describe when you are really angry, very mad, upset.

Welsh: I wasn't looking for his for any advice from him

Willett: Were you in a pay back mode. Is that what you describe it as?

Welsh: No. I wouldn't describe it as a payback

Willett: Let's put it like this, you know there's fight or flight . . . that type of stuff have you ever talked about hostage . . . have they ever talked about that in the Academy? Where a person gets where I am going to get . . . Which one were you in?

Welsh: In that, I would say fight. Of that I felt that I had been wronged. I felt that if this was going to come out in the paper then I wanted I wanted my side, the whole, the real story to come out in the paper.

Willett: OK. So you go to the Examiner.

Welsh: No, phoned, I'm sorry. I phoned Phil Bronstein. And I talked to Phil. I said Phil I want to talk to you.

Willett: You know Phil Bronstein from before? From your contact with Public Affairs?

Welsh: And Phil says come down. Come on down.

Willett: You told him what you wanted to talk about?

Welsh: No.

Willett: What phone did you call from?

Welsh: The car phone.

Willett: And so you called the Examiner and Phil said come down.

Welsh: I said take me to the Examiner.
We get to the Examiner um Phil's in a meeting or whatever and the different reporters that I know there confirmed that its cause there is a the Chronicle has a 3 o'clock deadline and so they run back and forth to get each other stuff, you know, they have their own way of doing that finding out so that reporters confirmed to me that there is a with a hit piece on the

Schickman: Do you want to find out whether there's more with Maher at this point - cause I don't recall if there is more, at this point.

Bargioni: We have flipped the tape over to side 2, tape 2 or tape 2 side 2.

Willett: OK, at the Examiner you talk, who is when you gave them all the information in regard to sexual harassment who was there from the Examiner in the office?

Welsh: Phil Bronstein, Paul Avery, Susan Farris, and I think that was it.

Willett: Then they apparently made some phone calls. Or you made some phone calls there, to some individuals that we have talked to. Who were those individuals that you called?

Welsh: I called Debbie Avarado.

Bargioni: Who is she?

Welsh: Are you referring to my?

Willett: What I am referring to are some phone calls we talked to Captain Newlin. Did somebody call Captain Newlin from that office that you know of? From the Examiner that night?

Welsh: I learned that later that night not while I was there.

Willett: Oh, you didn't know that. Who do you remember that were called at the office while you were there.

Welsh: I made phone calls because they wanted to verify my story so I called my friends. That's why I . . .

Willett: OK, in regards to those people verifying your story.

Welsh: OK.

Willett: I wanted to make clear, too, that Supervisor Maher dropped me off and I went by myself.

Bargioni: Oh you did, he wasn't at the paper with you?

Willett: . . . clarify

Welsh: He came and picked me up later. But he did not participate and he was not there during that five hours I was there.

Willett: Do you give the Examiner staff home phone numbers of any of the officers police officers at work? In the Police Department?

Welsh: Um, I think I gave . . . I think I gave Capt. Newlin's phone number.

Willett: His home phone number to them?

Welsh: Yes.

Willett: Did you give any other officers their home phone number to the Examiner? Answer verbally.

Welsh: No.

Willett: OK. Now your work schedule we are going all the way back. When you worked in an overtime capacity and you never did . . . or you never put in times for cards for overtime or for comp time.

Welsh: I worked overtime but I never put in any comp I never put a card in.

Willett: Do you remember discussing that with Supervisor Maher.

Welsh: Yes.

Willett: And do you know whether Supervisor Maher called Lt. Craig and discussed that.

Welsh: I know that Supervisor Maher talked to Lt. Craig about it over cocktails when Lt. Craig, Chief Ribera and Supervisor Maher went and had cocktails at Don Ramons.

Willett: What was the result of those conversations.

Welsh: Sam told me, is it a problem? And, I said no it wasn't and I said Bill just you know sometimes he is just protective of me and thinks I don't stick up for myself and that I said in fact the time is actually works out if its OK with you, it works out with me and the flexibility of my schedule because Mary Kate has things and the way that job works flexibility works better for me.

Willett: Did you have an understanding while Sgt. Senkir was there that you maintained that same type of flexibility in regards to your schedule.

Welsh: No.

Willett OK. So when Sgt. Senkir was there is was your responsibility to go to Sgt. Senkir and say I am going to be late or I have this to do and I won't be in until such and such a time.

Welsh: I don't know because I would assume that it would be because the way you would report in your rank in the way the Department is set up but again that goes right back to earlier discussions of how there is never any direction on what is going on. I was getting direct things from Deputy Chiefs and by Chiefs and by Sam - and it wasn't going thru channels that way and it was confusing for me like I referred to earlier it was that everything was confusing.

Willett: Who did you at that time if you were off SP. Who would you call to tell you were going to be off SP? If you were going to change your hours? Would you call Sam or would you call Jerry?

Welsh: I don't know and I don't think I called in SP during that time so I don't recall doing that.

Willett: OK. How about when Jerry Senkir was transferred and you were to call in SP who would you contact then?

Welsh: Well I was supposed to contact Lt. Craig, but sometimes he wouldn't be in the office so I would talk to someone on the staff and say would you relay to Lt. Craig that I am going to be SP and if it's a problem on my pager or I'm at home or whatever.

Willett: Did the Chief ever get involved in your work schedule? In regards to either supposed to be in or SP or if you were going to take off on SP or if you are going to be a few hours late. Would he be involved in that?

Welsh: No. Never.

Willett: I've got one question that I was asked to ask OK. And this would be you know you have to answer it also. If you get to and I hope we don't have to get to. Did Supervisor Maher ever pressure or coerce you or ask you to file sexual harassment charges?

Welsh: No.

Willett: Now. There is some meetings that you went to with Supervisor Alioto. Is that correct?

Welsh: One.

Willett: After the sexual harassment charges were filed.

Welsh: I went to her house.

Willett: OK. What was the reason for going there?

Welsh: Um, to tell her about my sexual harassment.

Willett: And to seek out what? Did you and Supervisor Maher determine what you were going to do about it? An eliciting what from Supervisor Alioto?

Welsh: Well. It was my desire to seek Supervisor Alioto's support. Because she had been involved with she had held hearings before the Board of Supervisors on sexual harassment. She had I had worked with her with the National Women's Political Caucaus and received awards in her house on issues of sexual harassment. She is very familiar with the issue. I felt comfortable talking to her and sought her advice on what I should do.

Willett: What was the outcome of that meeting to the best of your recollection?

Welsh: She said she was just personally very supportive. Hang in there. You will be OK. Take care of yourself. Um, it was very brief meeting and, um, just personally supportive.

Willett: Did she indicate to you that she realized there at that time at that meeting that there was a personal relationship between you and Supervisor Maher.

Welsh: Oh yes.

Willett: Did she know about personal relationship prior to that meeting?

Welsh: Yes.

Willett: How did she know about that.

Welsh: It was public knowledge. We were, we dated we went to the opera together, been in the papers, we socially been we just been at a dinner for the Giants where we sat at the Mayor's table and Supervisor Alioto was there. It was very well known in to people that we were dating and had a serious relationship.

Willett: Did you go to any other Supervisors or seek any other Supervisors out to get support from.

Welsh: Yes.

Willett: Who were they?

Welsh: I went to Supervisor Kaufman?

Willett: Did Supervisor Maher go with you?

Welsh: No.

Willett: Did he phone for you?

Welsh: No.

Willett: Did he suggest that you go to her?

Welsh: No I phoned because Nancy Kitz is Supervisor Kaufman's aide and Nancy Kitz and I worked together. Again, Nancy Kitz used to be the President of the National Women's Political Caucus who put on the function at Supervisor Alioto's house that gave the Women's officers network an award and recognized she had done a lot of I have been doing a lot of work on sexual harassment in the past years so I knew her personally told her my story. She suggested to me you should really talk to Supervisor Kaufman about this. I said OK. I set up an appointment to see her.

Willett: You brought up the labor union police officers association and Supervisor Maher's concern about leaks to them. Would you. . .

Welsh: I brought up when the Mayor brought it up to me on February 4.

Willett: OK.

Bargioni: The tape is back on after taking a brief break for refreshments.

Willett: Joanne, did Supervisor Maher ever express any type of prejudice toward the labor union the police officer association? To your knowledge?

Welsh: Only in reference to how the WON was treated when we brought up our issues about the contract. He was - supported resolutions for us and initiated things with contracts so that was the only issue that I can think of that he disagreed with the POA as far as I knew he his record like for voting was always for the POA and in fact he had fought hard when the contract came right down to it in the Committee hearing, Bill was the one that tried to get, remember I don't if you recall the POA was pushing down contract passed that one week and it was delayed another week, Bill was the one that I was at that hearing where he put that he was the one that said come on lets vote and approve it today. So he, he was supportive of the POA he just didn't like a lot you know, there treatment on sexual harassment and womens issues.

Willett: Did Supervisor Maher ever refer to any police officers as being to your knowledge Agnos supporters and those that should not be considered within the San Francisco Police Department's administration? Did he ever indicate this individual as an Agnos supporter?

Welsh: There were conversations about people who were Agnos supporters but never in that context.

Willett: But, that distinction was made these people were Agnos supporters and these people were supporters of Jordan.

Welsh: Oh, I initiated many conversations in that regard.

Willett: How do you classify those people?

Welsh: Um, I don't really classify them. It was just general conversation about the I would talk about how the Department was torn apart in that election and just things that went on that I observed and so it was

Willett: In your own personal mind how did you classify one person that was a Agnos supporter as opposed to a Jordan supporter. How do you make that distinction?

Welsh: People I knew that worked on the campaign. And that I a lot of people were personal friends of mine that they worked on his and I worked on Jordans and it was a known fact.

Willett: And how about the people in regards to Agnos campaign? You indicate that is that how you would put somebody this is an Agnos supporter because I knew that you worked on the campaign? Agnos campaign?

Welsh: Depending on the conversation. If we were talking about whose supported what or the context of the conversation.

Willett: There is one other question that I wanted to ask.

Welsh: There was some things that, again because I know you are going on information you have obtained so far, so there are some things that are missing I feel that I need to add in on the day to day functions of conversations that took place with me about Supervisor Maher and the Chief. And on several occasions the Chief initiated conversations with to get he would ask me all the time can you tell Bill this can you call Bill for that. And several times I had arguments I shouldn't say arguments but I confronted the Chief that I am not a messenger girl. If you want to call Bill pick up the phone and call Bill. But don't put me in between. I didn't think it was fair and I found it kind of insulting anyway. Like I said, I didn't like being referred to or what I perceived as being a messenger girl. Because I felt that they talked quite frequently and that is how it should be and I am there to do a job and if they are talking about different issues I don't need to be involved. That's their business.

Willett: After this situation is . . . occurred. Did you contact Commissioner Nelson? After she was you know removed from the Police Commission and after this hit the sexual harassment thing hit the newspapers?

Welsh: I talked to her I believe Saturday. I talked to Dorian Nelson.

Willett: And what was this conversation about.

Welsh: I told her um, how sorry I was um that she was no longer on the Commission. I told her that because on that previous Wednesday the we had a my favorite cop lunches every month and Dorian participated in the judging and going to the lunches and this was the first um this was the first my favorite cop luncheon that um she wasn't at, that I had participated in.

And I sat next to Loressa who works for Art Blum and we had a long conversation about how bad we felt Dorian wasn't there and cause I know Dorian really cared about my favorite cop and put a lot of work into it and her heart was in the right place and I felt very badly about it. And so this weekend, no, I was just thinking about it and Loressa suggested to me at the lunch that you know you should just call her and tell her that and this weekend I was just you know feeling really down and depressed and just wanted to call her and tell her how sorry I was that what had happened to her and that goes into a thing I wanted to add on here. The reason that I felt bad for her was because I knew what had happened.

Willett: Well, tell me what happened?

Welsh: Chief Ribera did not want her on the Commission.

Willett: How do you know that?

Welsh: I knew it because he told me, repeatedly. He even, I mean went as far as they gave her a nickname called VW. And that stood for vulnerable widow. And he didn't like her, because she I guess they had a personality conflict and he felt she was too close with the POA and he didn't feel she was going to support his decisions in the administration and there had been some kind of run in at one of the Commission meetings that I was in attendance with and she disagreed or I can't remember now, it was something she a decision that she brought forth. It was an important one, too.

Willett: 4/10, 911

Welsh: 911. She brought that and ever since that he was furious was with her and after that Commission date he like went we got to get rid of her we got to get rid of her and would tell me all the time you got to get Bill to get rid of her and he was phoning Bill all the time how can we get rid of her. He made it well known. Captain Molinari knew about it, Lt. Craig knew about it and . . . . and they knew the reference of VW. I knew about it.

Willett: Did Supervisor Maher assist in getting rid of her.

Welsh: Well he to my knowledge what happened was that the Chief was adamant that he wanted to get rid of Dorian Nelson and he apparently expressed to the Mayor and the Mayor didn't want to do it. The Mayor liked Dorian. He felt sorry for her

Willett: Who is telling you this? Supervisor Maher?

Welsh: The Chief is telling me this.

Willett: The Chief is telling you this. OK.

Welsh: The Chief is telling me this. The Mayor isn't really going to do it. The Mayor apparently just felt really bad that because he just didn't want to break her heart because he knew that this was the job that she wanted and the Chief was just like I have got to get rid of her and

Bargioni: When did the conversations with the Chief take place

Welsh: At work, in his office

Bargioni: When?

Welsh: When?

Bargioni: Remember when

Welsh: December, January. I knew her term date was January 15. She had a one term. She would have had to be reinstated or reappointed or whatever they do and he just - ever since that 911 thing it really it just escalated he was adamant about getting rid of her. And so this was these were some of the times that he kept saying call Bill. He would say Joanne I have got to get rid of her I have got to get rid of her. And he would be telling me all the time I should put the pressure on Bill to have Bill put the pressure on the Mayor to get rid of her.

Willett: Did you do that?

Welsh: I would tell Bill that you know that he's just I would tell Bill that he was going crazy with this.

Willett: Would you tell Bill that the Chief wants to get rid of Dorian Nelson and he is telling me to tell you.

Welsh: Yes and I even told Bill that I confronted the Chief several times don't make me a messenger girl. And at one time I remember the Chief looking out the window in his office and he was going on about something. He - the Mayor - the Mayor's task force on the Mission was another one that the Chief wanted all of his people in place because he was getting so much heat out in the Mission and he didn't like Hilda Bernstein.

I knew all these people because I worked in the Mission community. And he didn't like Hilda Bernstein that ran the task force and he again went to Bill and said help me on this. I need people that are going to support me. I don't need people on that Mayor's task force out there that are going to be anti-police. And he, he initiated both of those issues. Dorian . . . and I can attest to that because I sought first hand in his office.

Willett: Did Supervisor Maher, to your knowledge, go to the Mayor to try and lobby the Mayor to carry out these requests that the Chief has made?

Welsh: Yes. I mean I wasn't there but to my knowledge he went to the Mayor and said the Chief can't work with this and you need the Chief to succeed and you know it was political conversations that he would have with the Mayor that . . .

Willett: Supervisor Maher told you this?

Welsh: Yes. That he would have conversations with the Mayor.

Willett: Now, what is your relationship with Supervisor Maher at this time? In regards to . . . are you friends still?

Welsh: Yes. I just, I just wanted to add in about this there was the issue with Commissioner Nelson and this issue of the Mayor's task force on the Mission. And I even remember it makes me really frustrated . . . because I cleaned out my desk a couple of weeks ago and I threw out a bunch of papers. But the Chief gave me a letter from a woman that worked for the school system, the community college district that's located on Capp Street and he gave me the letter addressed to him and some current concern she had about the Mission and he gave it to me and said give this to Maher this is another one I want on the Mayors task force. He hand picked a lot of the people on the task force and I know he initiated conversations and meetings with Bill many, many times getting Bill to do things for him.

Willett: Is there anything else that you would like to add at this point? That may assist us in our investigation?

Welsh: No. I guess that's about it.

Willett: What I would like to ask you to do is to go back. Especially downstairs maybe and if you can go and see if your calendar is down there. If it is I would like to at least have it to make copies, or to have your calendar now. And if there is any of these documents that you have at home in regards to these allegations that you have made or at least statements that you made that support that I would like to ask you to provide that for me. Now in regards to your standing here, at the time that I first instructed you, I think I talked to you and I talked to your attorney and I asked you to come to work because we wanted to set up a different time for an interview, and that we had a lot of press down here, and there is a lot of problems with us trying to do that at that time and I had some concerns about you coming down to this situation, OK? We have concluded this interview now and now you are working under Sam Craig or Capt. Bill Welsh and they are providing you some assistance as my understanding. OK. This is where I am no longer part of this. Where we all have an understanding of it. And so you will have to work that out with the employee assistance program or your doctor that I had a chance to talk to today and then with your Supervisor in regard to your coming back to work here. I have no information right now in regards to your status and where you are location is. As far as I know you are still in Public Affairs at this point, point in time. Now in regards to my dealings with you, I just want to put this on the tape. Have you had any problems with my interaction with you during this investigation.

Welsh: No.

Willett: Your, the attorney that is representing you, have you had any problems with my interaction?

Schickman: No, sir.

Willett: Then we will conclude the interview at this point.

Schickman: And, when you can do it, I will have copies of the tapes and transcripts?

Willett: Yes.

Bargioni: Absolutely. And what the time is 2131 hours. Interview is concluded.

* * *

INTERVIEW OF

OFFICER ROSE MELENDEZ

HUEGLE: Today's date's the 25th of February, 1993. We're presently at the 5th floor, Hall of Justice, 850 Bryant Street. I'm Inspector Bob Huegle with Special Investigations. With me in the room also is Officer Sandi Bargioni of Special Investigations. And also in the room with us is Officer Rose Melendez of the Chief's staff. At this time, Sandi, why don't you start the interview.

BARGIONI: Rose, how long have you been working in the Chief's Office?

MELENDEZ: I came into the Chief's Office when he was appointed.

BARGIONI: And that was November?

MELENDEZ: In November, yes.

BARGIONI: Of '92. And do you have specific functions in regards to the office?

MELENDEZ: Basically, our title is Special Assistant to the Chief and I work on special projects. I also am the senior officer on staff, so when our Chief of Staff Sam Craig is not there, I'm the Chief of Staff interim. Basically, it's working on projects, special projects that the Chief assigns me.

BARGIONI: Okay. And are you familiar with who Supervisor Bill Maher is?

MELENDEZ: Yes, I am.

BARGIONI: And your knowledge of who he is, is that strictly through your work in the Chief's Office or were you familiar with him prior to coming to the Chief's Office?

MELENDEZ: I was familiar with him prior to coming in the Chief's Office.

BARGIONI: Okay. Can you tell me when you met him?

MELENDEZ: I met him through Officer Joanne Welsh back in, I would say, around June, July, of '92.

BARGIONI: And what was the reason for the meeting?

MELENDEZ: At that time we were trying to reorganize the Women Officers Network, and Joanne had stated, well I'd like you to meet Bill, he can help us, you know, get the organization recognized and so on.

BARGIONI: Okay. And she referred to him as Bill?

MELENDEZ: Yes.

BARGIONI: Okay. Were you aware at all or did you even inquire of her what their relationship was at that time?

MELENDEZ: No, I did not.

BARGIONI: And she didn't make you aware. You didn't know if it was professional?

MELENDEZ: No. No, she didn't.

BARGIONI: Okay. Did you inquire as to why he may somehow be able to have some influence over the Women Officers Network?

MELENDEZ: Well, I asked her how he would be working with us. And she said that he could introduce us to different supervisors. He could possibly help us, you know, set up a plan to become a labor-recognized organization. And I agreed to meet with him just to see what he had to say, basically.

BARGIONI: Okay. And when did you meet?

MELENDEZ: Again, it was some time in June, July.

BARGIONI: And was this a meeting at a police facility, or did you go to lunch, or did you meet somewhere outside of the building?

MELENDEZ: No, the meeting was held at his office.

BARGIONI: At City Hall.

MELENDEZ: Yes, at City Hall.

BARGIONI: Okay. Anybody else present but the three of you?

MELENDEZ: His secretary would be in and out, I think her name was Lisbet Engler, perhaps, something like that.

BARGIONI: Okay. But she didn't sit in on the meeting?

MELENDEZ: She was present at the meeting, yes.

BARGIONI: Oh, she was, okay. Were any notes taken?

MELENDEZ: No, just verbal discussion. I wasn't aware anyone was taking notes.

BARGIONI: Okay. Can you think of something you want to put in?

HUEGLE: No. Was that the first time, then, officially, that you met with him then?

MELENDEZ: Yes.

HUEGLE: Yeah.

MELENDEZ: Uh-huh.

HUEGLE: Okay. At some point, when was, what was the, where did it go from there, Rose?

MELENDEZ: Well, basically what I felt, I realized that he wanted to sort of direct the organization in certain ways that I did not feel comfortable in. And I told him so. So I backed off the organization from him. He wanted to just then take a backseat with us, but he was there in the background because Joanne was constantly in contact with him.

BARGIONI: Let me back up for a minute. What was your position in the organization at that time?

MELENDEZ: Yeah, I was president, elected president of the Women Officers Network, and Joanne was elected vice president.

BARGIONI: Very good. Okay. So go ahead, so you felt uncomfortable with the fact, did he just come out and say that he wanted to really be involved or was this just an impression you received?

MELENDEZ: It was an implied impression. And I saw that he was sort of assisting Joanne to get, get us into meetings and so on, and I started backing off in that sense. You know, I told him that I think the Women Officers Network appreciated his assistance but we would work on our own issues and so on. And he sort of took a backseat at that time. But Joanne was always present in our meetings.

BARGIONI: Did you talk to Joanne about your concerns about this?

MELENDEZ: Yes, I did. And I told her, you know, I didn't feel that Bill was, you know, I felt that he was a little too pushy. He, sometimes I, I told her I felt uncomfortable, you know, him trying to push us into doing these things--fundraisers and all these things. And I said, you know, I said, well, he can help us. And she said that he would, but, you know, sort of let her know that I was uncomfortable with how he came across.

BARGIONI: All right.

HUEGLE: What follows from there, basically, in regards to the, say, the relationship with your organization and he.

MELENDEZ: Yeah. Well, basically, I, again, I didn't really understand the relationship. So I didn't think anything of it. W.O.N., we went our own way, and he sort of faded out.

MELENDEZ: (cont.) Joanne was involved in the organization and we were getting things done internally. We were meeting with the, you know, City Attorney's Office to get labor recognition. But that was all handled through myself and Joanne. We were writing things up. So he backed away from the organization. He still, because I guess of the contact that I had had with him and because Joanne introduced him to me, felt close to me, you know. He started calling me Sister Rose and all this. And I don't particularly trust people that nickname me. So, you know, I would just sort of treat him like, yeah Billy, sort of just, sorry to say this, but patronizing him.

HUEGLE: Okay.

MELENDEZ: Yeah, okay Bill. And, you know, when we'd run into each other or we were down at City Hall, he'd come over, ah, Sister Rose, how you doing, you know. Fine, fine. And then things started coming out about Bill and Joanne. And that's basically how it started . . .

BARGIONI: About what time was that?

MELENDEZ: . . . about the relationship.

BARGIONI: But can you remember the time frame?

MELENDEZ: I think it was just after she got appointed to staff.

HUEGLE: To staff here.

MELENDEZ: Yeah.

HUEGLE: Okay.

MELENDEZ: That's when I, I mean, people were asking me, are they dating, are they . . .

HUEGLE: Uh-huh.

MELENDEZ: I said I have no idea. I haven't even asked her.

HUEGLE: What you're basically saying, in a public forum, whether in news, it came out then or just from what people were saying at that point when she was appointed to staff, that they, we knew that, or you knew there was more than that.

MELENDEZ: Well, there was concern.

HUEGLE: Right.

MELENDEZ: Because some of the women in the organization felt like this, you know, this guy was calling them, trying to get them to, you know, do things. And I would assume he got the list of membership through Joanne.

HUEGLE: Okay. Was there some concerns from other members of your organization that, about him and what he was doing . . .

MELENDEZ: Yes.

HUEGLE: . . . in regards to that?

MELENDEZ: Yes.

HUEGLE: Could you be more specific . . .

MELENDEZ: Well, I think prior to, while we were just organizing, we had a little press conference that Joanne had sort of put together, in front of the P.O.A. And this is at, about the same time that I met him. And the past organization representatives, if they didn't go along with what Joanne had planned, they'd get these calls from him at home. For example, Sgt. Belinda Kerr . . .

HUEGLE: Uh-huh.

MELENDEZ: . . . got a call. I think Dolly Casazza was very concerned about what was going on. I don't know if she received a call or not.

HUEGLE: Uh-huh.

MELENDEZ: But I know Belinda did.

HUEGLE: And just for the record, your organization is all, comprised of female police officers . . .

MELENDEZ: Yes.

HUEGLE: . . . within the San Francisco Police Department, right?

MELENDEZ: Yes.

HUEGLE: And that's all who is in your organization, right?

MELENDEZ: Yeah. Men and women.

HUEGLE: Men and women both, right.

MELENDEZ: Some men, also, are members.

HUEGLE: Okay.

MELENDEZ: Yeah.

HUEGLE: So at least Belinda and Dolly might have received some calls at home?

MELENDEZ: I know Belinda did, for sure.

HUEGLE: Was there some concern about, some of the women, that, first of all, that he was calling them at home and how he got their personal numbers?

MELENDEZ: Yes.

HUEGLE: Okay.

MELENDEZ: Yeah.

HUEGLE: Did this, has, did that pattern continue?

MELENDEZ: No, no.

HUEGLE: Up to a certain point?

MELENDEZ: Basically, when I found out, I talked to Joanne. I said what the hell's going on and, like I said, this is when we were all, like, you know, what's going on. We had a meeting and we decided to, at that time, you know, Belinda told us what had occurred with her, and Dolly had spoken to me. And I told Joanne to have Bill back off, I don't know what he's up to, I don't feel comfortable with that.

HUEGLE: Okay.

MELENDEZ: And that's when we started sort of pushing away.

HUEGLE: Uh-huh.

MELENDEZ: Distancing ourselves . . .

HUEGLE: Okay.

MELENDEZ: . . . from him. Except he wanted us to do this fundraiser, you know . . .

HUEGLE: Okay.

MELENDEZ: . . . so he was promoting Joanne. And now, also, another secretary came into the picture, Roberta, in his office.

BARGIONI: Oh, okay.

MELENDEZ: And she was coordinating this idea with Joanne, to do a fundraiser for the organization.

BARGIONI: For your organization?

MELENDEZ: Uh-huh, yeah.

HUEGLE: Maybe we'll just jump to Chief's appointed Chief of Police.

MELENDEZ: Uh-huh.

HUEGLE: You come down, day one, on staff.

MELENDEZ: Yes.

HUEGLE: Right? And she comes, day one, on staff . . .

MELENDEZ: Uh-huh.

HUEGLE: . . . in her capacity. Also, I think, just backing up, that your organization felt that the Chief was the best candidate from your organization's point of view in regards to . . .

MELENDEZ: Yeah. Well, basically what happened was that we met and we had decided to endorse the open selection process.

HUEGLE: Uh-huh.

MELENDEZ: The search for the Chief . . .

HUEGLE: Right.

MELENDEZ: . . . nationwide. And we supported that with the different party groups--Chinese for Affirmative Action, O.F.J., Latino Peace Officers, and so on. Then we found out, I don't know where this is going, but then we found out that the hiring would more than likely occur from within.

BARGIONI: Uh-huh.

MELENDEZ: And we were looking at the candidates, or we had heard who the candidates might be, and Joanne started pushing Tony. Tony Ribera. And I have never worked for Tony.

HUEGLE: Uh-huh.

MELENDEZ: I know of him through the Academy, when he was in charge of the Academy. And I heard a lot of good stuff about Tony. I also had heard a lot of good stuff from the women about how fair he was. I said, well, you know, how well do you know Tony. Oh, I've known him for years, this is Joanne.

HUEGLE: Uh-huh.

MELENDEZ: I've known him for years, he's a real good guy, he's a family man, you know, he's really done a lot for women, and so on. I said, well that sounds good, you know. And then

MELENDEZ: (cont.) I said, do you know any complaints or anything about sexual harassment or anything like that during the time that you've known him. Oh, no, I don't, you know, I've never heard of anything like that. So then I said, okay, well, we'll put it to the organization that if the person is going to be chosen from within, we'll talk to them about endorsing Tony. And that's exactly what we did.

HUEGLE: Okay. Endorsed him.

BARGIONI: Can I ask something there? Because now we're talking a little bit prior to you actually coming down and working at this office.

MELENDEZ: Yes, uh-huh.

BARGIONI: During the time frame that Joanne was really kind of pushing Tony, was Maher any part in that? Or was there ever anything coming from Joanne that Maher was going to support Ribera?

MELENDEZ: He, I know in the meetings prior to our coming on, he kept mentioning, you know, I think Tony would be the best candidate, you know, and we're going to work for our boy.

BARGIONI: Did he ever say anything to the effect of he could help him get the job? Or that he was able to influence the Mayor in the decision-making process of who the Chief was going to be?

MELENDEZ: Yes, he did.

BARGIONI: Can you get real specific with that and try to . . .

MELENDEZ: I'm trying to remember, he implied that he, you know, he was going to talk to the Mayor about Tony, and he was the best candidate, and so on and so forth. That type, that's what I remember. He was going to talk to the Mayor.

HUEGLE: He didn't have anybody else in mind other than Tony Ribera as his candidate for the Chief, then?

MELENDEZ: No.

HUEGLE: Okay. Only talked . . .

MELENDEZ: He never mentioned anyone else.

HUEGLE: Anybody else.

MELENDEZ: No.

HUEGLE: And that was going to be his selection. You heard him say that he was . . .

MELENDEZ: That he was going to vote, if the Supervisors, I guess, my impression was if the Supervisors were going to vote on it, that he would vote in favor of Tony. And it felt to me like he lobbying people . . .

HUEGLE: Uh-huh.

MELENDEZ: . . . to endorse Tony if he was the person to be named.

HUEGLE: Okay. And did he do any other lobbying of your organization or people within it in regards to that, too?

MELENDEZ: Not him personally, but Joanne . . .

HUEGLE: Joanne did.

MELENDEZ: . . . you know, in talking to me, and then making a presentation to the group. But he never came and spoke to our group or anything . . .

BARGIONI: All right.

MELENDEZ: . . . about it. No, it was always Joanne.

BARGIONI: Did you feel like she was talking on his behalf? Or hyping Maher in some way?

MELENDEZ: She didn't mentioned Maher in her presentations to us.

BARGIONI: She didn't.

MELENDEZ: No.

BARGIONI: But she would mention Tony.

MELENDEZ: Yeah.

BARGIONI: Okay.

MELENDEZ: That, you know, he was running, or in the pool, and that if they were going to go in-house, we should seriously look at him, that he was a viable candidate, a good candidate, his education, his background, and so on and so forth.

HUEGLE: Okay.

BARGIONI: Was there ever any indication either from Joanne or from Maher that Maher could influence positioning or appointments of any of the women in that organization, if Ribera got selected Chief?

MELENDEZ: Like influence my appointment or . . .

BARGIONI: Any. I mean, certainly including you, but any. Did you ever get that indication?

MELENDEZ: No. But he, you know, he was working closely with both me and Joanne, so that you could be led to believe that. I know, I had met with Tony before even meeting with Maher and so on, and he said he was putting in his application and he was wanting to meet with me because, you know, I've always been involved. So, basically, my impression of why I came on board was because of his knowing that . . .

HUEGLE: Your relationship with the Chief and he knows where you work . . .

MELENDEZ: His hearing about . . .

HUEGLE: . . . and who you are and what you do.

MELENDEZ: Yeah. He wanted to do, liked what I was, you know, how I had my ideas, I guess, or whatever.

HUEGLE: Right.

MELENDEZ: As far as Bill insinuating that you would get a job or anything like that, no. The same thing with Joanne. I don't remember anything about, you know, she was going to have a job.

BARGIONI: Can you recall when you may have met with Ribera? It was before he put in his application?

MELENDEZ: Yes, the resume.

BARGIONI: Do you when he may have put in his resume?

MELENDEZ: When did that order, that bulletin that came out . . .

HUEGLE: When they all did that, it was at that time.

MELENDEZ: Yeah, it was a 10-day period.

HUEGLE: Right, when they all had to apply.

MELENDEZ: Yeah.

HUEGLE: Okay.

MELENDEZ: Exactly.

HUEGLE: Once you got here, Rose, and, in regards to, let's stick with Supervisor Maher, the Chief's been in here approximately three months now. Let's just go back to the date in February that there was some type of incident in the Chief's Office on February . . .

BARGIONI: 10th.

HUEGLE: 10th. You were working that day.

MELENDEZ: Yes.

HUEGLE: Okay. And what were your hours when you were working?

MELENDEZ: I worked that day from 7 to 3.

HUEGLE: Okay.

MELENDEZ: Usually I work 8 to 4.

HUEGLE: Okay. You left somewhere around 3 PM that day.

MELENDEZ: Uh-huh, yeah.

HUEGLE: Okay.

MELENDEZ: About that.

HUEGLE: As almost everybody else knows, even though you weren't here, at some point, at 3:30-4:00 in the afternoon, Supervisor Maher came down and met with the Chief for a period of time.

MELENDEZ: Yes.

HUEGLE: You probably, when did you find out?

MELENDEZ: The next morning.

HUEGLE: Okay. When you came in.

MELENDEZ: Uh-huh.

HUEGLE: So you were gone before he got here.

MELENDEZ: Yes.

HUEGLE: What, or if, who told you anything had happened the day before?

MELENDEZ: His secretary. That was, you know . . .

HUEGLE: Would that be Joyce?

MELENDEZ: . . . Joyce Farrow. And Dolly . . .

HUEGLE: Okay.

MELENDEZ: . . . were there. And I think Carl was there, too.

HUEGLE: Right.

MELENDEZ: Eric was not.

HUEGLE: Right.

MELENDEZ: If I recall right.

HUEGLE: Did, you had some conversations with them about what had happened?

MELENDEZ: Yeah. They said, oh, you should have been here. They sort of went over what had occurred.

HUEGLE: Uh-huh, okay. Did you have any conversation with the Chief that day about what happened? Do you remember, was he, you know, you talk to him or he talk to you about what happened?

MELENDEZ: No, I think he just, he didn't mention anything to me. I'm trying to think. I think he may have just said, well, I had to throw Billy out of here.

HUEGLE: Okay.

MELENDEZ: That type of thing.

HUEGLE: Throwing Billy out of here. Prior to that, and the times you spent in the office, can you approximate how many times you saw Supervisor Maher come to the office?

MELENDEZ: Well, since I was appointed there, it was amazing to me that he would always be calling.

HUEGLE: Okay.

MELENDEZ: You know, many times we're assigned to work the front office, so I would get the call. Oh, hi, Sister Rose, is Tony around? Hold on a second, you know, and then I'd . . .

HUEGLE: Usually a direct call, by him, not support staff from his office or secretarial staff from his office; usually a direct call that you received from him?

MELENDEZ: Yes.

HUEGLE: Almost always . . .

MELENDEZ: Direct, he always . . .

HUEGLE: . . . it would be fair to say?

MELENDEZ: The ones that I talked to, it was always him.

HUEGLE: Okay. Can you give us, an approximation again, in regards to personal appearances first of all, that he came to the office to see the Chief?

MELENDEZ: Personal appearances, I recall three.

HUEGLE: Okay. Unannounced, non-scheduled?

MELENDEZ: Non-scheduled. Unannounced.

HUEGLE: Okay. That you were there when he came.

MELENDEZ: Yes, uh-huh.

HUEGLE: Can you give us an approximation on phone calls? I know that's kind of difficult. But did they happen more at the beginning, maybe, of the first part of the Chief's administration and tailed off? Or was it fairly steady?

MELENDEZ: Yeah. That I answered? I would say maybe five, six, that I answered.

HUEGLE: And the three times that he came down, the Chief was here, I assume? And he met with him?

MELENDEZ: Yes, he let him into his office.

HUEGLE: Okay. Any time that he came down, the Chief wasn't here, then he left, Rose?

MELENDEZ: No. I don't, I think I said I saw him about three times coming in . . .

HUEGLE: Okay.

MELENDEZ: . . . so I think those times he, and it's usually late.

HUEGLE: In the afternoon?

MELENDEZ: Yes. Around 3:30, 4:00, 4:30. You know, if I was working overtime, if I was driving that day, I'd be there late. So I remember him coming in one time about 4:30. Other times around 3:30, 3:30ish.

HUEGLE: When was your last personal contact with the Supervisor?

MELENDEZ: Well . . .

HUEGLE: Either in person or by phone.

MELENDEZ: By phone, he started contacting me regarding Joanne's situation. Not so much the sexual harassment, that was never mentioned. It was more the management, you know,

MELENDEZ: (cont.) like, Joanne . . . He called me at home. And one night I got home and he was calling me and says, well, you know, my little girl isn't being treated right, and this and that. And I said, excuse me, your little girl? I mean, this is a grown woman here.

HUEGLE: Uh-huh.

MELENDEZ: And he's, oh, excuse me, Rose, I apologize. Let me correct myself. And he would say, well, you know, she needs some support to get in and talk to the Chief and, you know, her heart, her job isn't that easy, you know. So I just, I said to him, well, I'll talk to Sam Craig, you know, and we'll see what we can do, or something. Then, what happened? Joanne had been complaining to Sam or had approached Sam about, this was after Carl had subbed for her.

HUEGLE: During the vacation week.

MELENDEZ: Yes. During the vacation week.

BARGIONI: And it's during that same period of time after her vacation that you got the call at home?

MELENDEZ: This is after, but he had called me before.

BARGIONI: Okay. But let's continue with this one and we'll go back.

MELENDEZ: But after, she came back from vacation, so she was, you know, wondering why Carl was in there all the time and all this. So I got a call from him saying, you know, it's not right. And he sounded like he was intoxicated.

HUEGLE: Uh-huh.

MELENDEZ: You know, my roommate was there and she noticed it, she goes what's going on? I said it's Bill Maher, I don't know. And so, it was late at night and apparently this is when Joanne had burst out of the Chief's office and said I quit. And then he called that night. He was calling a lot of the staff, not just myself.

HUEGLE: Uh-huh.

MELENDEZ: I mean, he called Sam and I don't know who else. And saying this isn't right, you know, this guy shouldn't be allowed to stay on, you know, you have to stand behind her, Rose, and this and that and the other. And I said, Bill, you shouldn't be involved in this. This is a management issue. We're going to, you know, we'll take care of it.

HUEGLE: Uh-huh.

MELENDEZ: Well, I don't think Carl should be in there. He should be transferred immediately. Da-da-da-da-da. And I said, look, just calm down. He goes, yeah, I'm going to calm down all right, you know. I said, I don't want to talk to you in this fashion. And he says, well, the Chief better get him out of there quick or he's going to be sorry, he's going to be politically sorry, or something.

HUEGLE: Uh-huh.

MELENDEZ: I said, I don't want to talk to you anymore. And I hung up.

HUEGLE: Uh-huh.

MELENDEZ: And then I got another call, probably the next day, again. Well, I've calmed down now, Rose. And I said, well, good, you know. Now maybe you can back off. And I kept telling him to get out of the office's business.

HUEGLE: Okay.

MELENDEZ: This wasn't his concern.

HUEGLE: More than, I mean, just . . .

MELENDEZ: And I told Joanne, too.

HUEGLE: Okay.

MELENDEZ: Get him out, you know.

HUEGLE: Did she, when you told her about that . . .

MELENDEZ: Well, Billy's, Billy's working for me, he's, you know, I trust him.

HUEGLE: Okay.

BARGIONI: She said Billy's was working for her?

MELENDEZ: Yeah, I mean, on her behalf, talking on her behalf.

BARGIONI: Okay, got it, got it.

MELENDEZ: You know, not . . .

HUEGLE: Yeah.

BARGIONI: Okay.

MELENDEZ: And I said, I had told Joanne, I said, Joanne, this is your career, this is not this man's career. You have to think about how we as a staff can all work together. This is our

MELENDEZ: (cont.) previous conversation to the next one where he calls me that night. And I said, we all have to work together. I think it can be resolved, you know. Well, Bill's working for, you know, working on my side. I don't, you know, I trust him, and this and that. And I said fine.

BARGIONI: Let me just clarify this, 'cause I'm trying to take notes while we're doing . . .

MELENDEZ: I'm sorry. I'm talking so fast.

BARGIONI: That's okay.

HUEGLE: No problem.

BARGIONI: No, that's fine. But that conversation with Joanne preceded this particular telephone call from Bill. Is that correct?

MELENDEZ: Yes.

BARGIONI: Okay. And it was that same day? Was it the day before?

MELENDEZ: The day after. Bill called me then that night. The next night I got a call from Joanne again.

BARGIONI: Got it. Okay. So we're talking approximately the 19th of January now Joanne has called you.

MELENDEZ: And I had told Joanne, she was very frustrated, because she had had this meeting where the blowup had occurred with Sam and the Chief and Carl present. And she was very upset and irate. And I said, Joanne, you need to get Bill out of here. He doesn't have to be calling. You can handle . . . No, you know, he's just trying to stick up for me. And I said, you know, you sound like you're very frustrated. Why don't you write a letter to the Chief?

HUEGLE: Uh-huh.

MELENDEZ: Now she wrote a 6-page letter . . .

HUEGLE: Correct.

MELENDEZ: . . . with all this, her frustration about the office, and this and that. I don't think anything was mentioned about sexual harassment.

HUEGLE: Right.

MELENDEZ: And I said, get it off your chest, put it in writing, and give it to the Chief on Monday. And then we'll set up an appointment to meet with him and see if we can work out a

MELENDEZ: (cont.) scheduling for you and, you know, just basic management stuff. She said, well, I'll write the letter. And then she hung up.

HUEGLE: Okay.

BARGIONI: When you were telling her you need to get Bill out of here, can you describe what you mean by out of here?

MELENDEZ: He was constantly calling and . . .

BARGIONI: The office.

MELENDEZ: . . . meddling. Yeah. Meddling, calling me, you know, trying to get me to influence somehow a decision. And I just, you know . . .

HUEGLE: Okay. Was there, could you get any more specific about that, Rose? About what you felt was this interference by him? And what would he try to . . .

MELENDEZ: Well, now he was demanding that we support Joanne and get the Chief to transfer Carl.

HUEGLE: Okay. Did he ask you I want, I mean, for you to influence that somehow? He was trying to . . .

MELENDEZ: He just, he just kept saying you need to support Joanne in this time.

HUEGLE: Okay.

MELENDEZ: You need to support Joanne. But I, I sort of took it like, you know, talk to the Chief and have him transfer Carl.

HUEGLE: Okay.

MELENDEZ: That's how I took it.

HUEGLE: Say even in regards, not Joanne or Carl, would he also, back up a little bit, well let's just stay right here, how many phone calls would you say you got from him in regards to just that issue?

BARGIONI: At home.

HUEGLE: At home.

MELENDEZ: About three or four.

HUEGLE: Okay. Did you also discuss, maybe, some of those calls at some times with your roommate?

MELENDEZ: Yeah.

HUEGLE: About this business?

MELENDEZ: Yeah, 'cause she'd get pissed off. She said, what the hell's this guy, this nut calling for?

HUEGLE: Okay.

BARGIONI: And this was all happening in the same time period?

MELENDEZ: Yeah.

BARGIONI: That you were getting these calls?

MELENDEZ: Yeah.

BARGIONI: So, the first call wasn't the 18th of January, it was a little bit before that? Was it before they went on vacation?

MELENDEZ: No, this was after.

BARGIONI: It was. So the first call would have been the 18th then. And then there were a series of calls after that.

MELENDEZ: This was after the . . .

BARGIONI: Okay.

MELENDEZ: . . . blowup . . .

HUEGLE: Okay.

MELENDEZ: . . . with Joanne in the Chief's office.

HUEGLE: Did they finally stop, your calls from him? To you, you know.

MELENDEZ: After the sexual harassment thing got . . .

HUEGLE: Right.

MELENDEZ: . . . hit the paper.

HUEGLE: So you haven't received any more phone calls from him?

MELENDEZ: I haven't heard from him since.

BARGIONI: After the day he got thrown out of the Chief's office, did you get a call from either Maher or Joanne?

MELENDEZ: Joanne. Joanne called me.

BARGIONI: Do you recall when that was?

MELENDEZ: Right after.

HUEGLE: The same day, the same night?

MELENDEZ: I think it was the same night. I didn't even . . .

HUEGLE: We're talking about February 10th.

BARGIONI: Right.

HUEGLE: You know . . .

MELENDEZ: Yeah.

HUEGLE: And she call you at home?

MELENDEZ: Yes.

HUEGLE: Okay.

MELENDEZ: Uh-huh.

HUEGLE: Could you relate what you remember of the conversation?

MELENDEZ: Yes. She said, well, now he's really gone and done it, meaning the Chief. He's thrown, you know, Bill went in there to talk to him and he threw him out of the office. You know, I think it's just, that's just horrible. I said, Joanne, I don't know anything about this. And so she proceeded to tell me what, you know, just that he had gone in there and demanding for Carl's removal.

HUEGLE: Uh-huh.

MELENDEZ: And threatening the Chief, this is what she said, you know, well, he told the Chief, you know. And I said, I told him, I told you to tell him to get, you know, stay out of Department business.

HUEGLE: Uh-huh. More than once, would it be fair to say . . .

MELENDEZ: Oh yes.

HUEGLE: . . . you told Joanne?

MELENDEZ: Yeah.

HUEGLE: And also Supervisor Maher more than once?

MELENDEZ: I just listened to him, because he would go off on a tangent, you know, and I just, every time I talked to him I

MELENDEZ: (cont.) said, Bill, you don't need to be involved in this matter. This is a management issue, it's a staffing issue. Well, my little girl needs support. So I would just let him sort of harp and then, okay, back to you later.

HUEGLE: Okay. Was there any more phone calls from Joanne about that issued after that?

MELENDEZ: No, she called me once and then Bill Maher called me. And he said, now I've calmed down, Rose. And this was about eight o'clock at night.

BARGIONI: That same night?

HUEGLE: The day after?

MELENDEZ: The day after.

BARGIONI: Okay.

MELENDEZ: I've calmed down now, Rose. And I said, well, I'm glad to hear that. He goes, now I'm really mad. I'm really going to, I'm really going to have the Chief's head now. And I said, Bill, what are you talking about? And he says, well, you know, I get mad, and then when I calm down, I can be real deadly. And it's the Chief's head.

HUEGLE: Uh-huh.

MELENDEZ: Politically he's dead. I said, I don't want to hear this. I don't want to talk to you. Don't call me again. (Makes sound of hanging up phone.)

HUEGLE: Did it kind of take you back? I mean . . .

MELENDEZ: I was shocked.

HUEGLE: Was it a shock, I mean . . .

MELENDEZ: I told it, I called Sam right away, Sam Craig. I said, this guy's a nut. I don't . . .

HUEGLE: Uh-huh.

MELENDEZ: And I talked to the Chief. And I told him, Chief, my gut feeling is this man's very vindictive and something is going to happen. I don't know what, but I feel that something's going to happen.

HUEGLE: Uh-huh.

MELENDEZ: And the Chief says, well, you know, he said, well, he can do whatever he wants.

HUEGLE: Rose, was that, has anybody talked to you about this issue? In regards to a statement? What we were just talking about now in regards to Maher's . . .

MELENDEZ: I mentioned it to the other interviewers.

HUEGLE: Okay.

BARGIONI: You did?

MELENDEZ: Yeah.

HUEGLE: Okay. That phone call, you're saying, so you, say after it, that was the day after, possibly, on, you were talking about would be like February 11th, then, the following day? Was that at home in the evening?

MELENDEZ: When was the Chinese parade? The 13th?

BARGIONI: No, I think, I don't know, we have the dates in here somewhere.

MELENDEZ: Well, anyway, it was after that . . .

BARGIONI: The day you told the Chief was the day you got, day after . . .

MELENDEZ: Next morning.

BARGIONI: 2/12.

MELENDEZ: Yeah.

HUEGLE: And did you call Sam at home that night after Supervisor Maher called you?

MELENDEZ: I think I did call him that night, yeah.

HUEGLE: Okay. And that was in the evening at home when he called you that last . . .

MELENDEZ: Yes. Right.

HUEGLE: Anything else about that conversation?

MELENDEZ: No, I just thought it was very strange.

BARGIONI: February 6th, I'm sorry, February 6th, Chief, the Chinese New Year's Parade.

MELENDEZ: Okay, so it was just before that. Because then I was driving the Chief that night.

BARGIONI: Uh-huh.

MELENDEZ: And we went to the Chinese New Year's Parade.

HUEGLE: Uh-huh.

MELENDEZ: And we went to that Empress Caf, no, the Holiday Inn. And Bill Maher was there with his ex-wife and another person. And I was sitting in the office where the Command Staff was, the Command Post, and Bill came to the door and said, Officer Melendez, can I speak to you for a minute? And Tony was there, but Tony, you know, they were both now, because this is after this, I guess, the kickout of the office.

HUEGLE: Uh-huh.

MELENDEZ: And so I looked up at the Chief and he goes. And so I went. And he's, like, puts his arm around, I'm in full uniform and stuff. And he says, well, how's our boy doing? And I said, he's doing fine, you know. And he goes, well, you know, I think this can be worked out, I think it can be worked out. But this is after the throwing out of the office.

HUEGLE: Uh-huh.

BARGIONI: Okay. We must have the wrong date on the parade then. It couldn't have been the 6th.

HUEGLE: Right. Because he started . . .

BARGIONI: It has to be . . .

HUEGLE: The office incident is, we know, is February 10th.

MELENDEZ: Well, whenever that parade . . .

BARGIONI: Yeah. So we just need to doublecheck that with the Chief.

HUEGLE: Right.

BARGIONI: We just may have the incorrect date on that.

MELENDEZ: It might, you know, I'm just trying to think, there's so many things. . .

BARGIONI: Okay.

HUEGLE: But then, so he's saying that things are possibly working out now. And any other further conversation you can . . .

MELENDEZ: Like himself.

HUEGLE: Okay.

MELENDEZ: Like, I think I can work this out, you know.

HUEGLE: Uh-huh.

MELENDEZ: But they didn't talk at all.

HUEGLE: Okay.

MELENDEZ: And so he wanted an escort and I gave him an escort through the thing.

HUEGLE: That, have you had, would that have been the last contact?

MELENDEZ: That's it.

HUEGLE: That's been it. Okay. Could we back you up a little bit prior to these last incidents we talked about, in regards to his contact with you in the office?

MELENDEZ: Uh-huh.

HUEGLE: In the first couple of months. Would you receive any calls from him or see him in person at all? Would he come in to see you?

MELENDEZ: No, not to me.

HUEGLE: Okay.

MELENDEZ: He came in to see the Chief.

HUEGLE: See the Chief.

MELENDEZ: Uh-huh.

HUEGLE: Okay.

MELENDEZ: I mean, when I picked up the phone and said, you know, Chief's Office, Officer Melendez, oh, how are you, Sister Rose, and da-da-da. You know, he talked to me for a little bit, is the Chief available? And I said, well, let me check. And then I'd either buzz Joyce or knock on the Chief's door and transfer him over. But it was a very, when he spoke to me at the office, just a very casual, he didn't mention anything about Carl, anything about Joanne, just how you doing. You know, how's it going in there. How's it going? He always would say that. How's it going? I said, well, pretty good, you know. Oh, that's good to know.

HUEGLE: The times you told him this wasn't his place or position to be calling you or asking for things to be done within the police, did he ever say I can do anything I want, or I'm going to continue to do it, or what was the feeling you got from that?

MELENDEZ: I felt he was going to continue to do it. But he never said that.

HUEGLE: Okay.

MELENDEZ: You know, the same thing when I talked to Joanne. I told her to pull him, you know, back him off. And that's how I felt. Like somehow, maybe she was feeding him information he was reacting, you know, there's, and I thought, well, maybe she might have some control to get him out of there. Or maybe she was using him to get him, get things done.

HUEGLE: Uh-huh.

MELENDEZ: But when I would talk to him and just say, you know, you shouldn't get this involved, you know, you shouldn't be involved in the management, you know, he would just then become very casual and sort of change the subject.

BARGIONI: What was your general impression, taking all of this into consideration now, in terms of his relationship with the Chief's Office? Did you feel that he had a very professional kind of stance when he came in? Or did you feel that he was, I mean, put it in your own words, I shouldn't even be suggesting anything.

MELENDEZ: Yeah. He would come in like, like he was a buddy, you know. It wasn't profes-, I mean, one time, the first time he came in, it was like a professional thing, just to say congratulations. And then, from then on, he would just be dropping in and, I know what the Chief, you know, he was saying, god, this guy's here again, you know, he's driving me nuts. You know, this and that.

HUEGLE: Uh-huh.

MELENDEZ: And he would really, I know, he would be calling the Chief then to try and take care of Joanne's situation, you know.

HUEGLE: Uh-huh.

MELENDEZ: And the Chief made a joke with me once and said, you know, this guy's a real nut. And I said, tell you, he is, you know, I mean . . . And we would, most of these days he would just pop in to try and suggest things, I think, to the Chief or . . .

HUEGLE: Uh-huh.

MELENDEZ: Except for that time that he got thrown out of the office. But my impression was he was just, he just felt that he could walk in at any time.

BARGIONI: Okay.

HUEGLE: Did you feel that his calls to you and to Sam were disruptive, first of all, to the Chief's personal staff?

MELENDEZ: Oh, definitely. And to my home life, I mean . . .

HUEGLE: Right. Did you also feel that he was stepping over the bounds here in regards to what he was trying to influence?

MELENDEZ: Yes.

HUEGLE: Or interfere in the Police Department's function?

MELENDEZ: Yes.

HUEGLE: Okay.

BARGIONI: Get back to the phone calls, there's one thing we forgot to ask. Do you have a clue in the world how he may have gotten your home number?

MELENDEZ: Through Joanne.

BARGIONI: Did you ask her?

MELENDEZ: But, but then again, also, when we were working on W.O.N. stuff, he had asked me for my phone number, so . . .

HUEGLE: Okay.

MELENDEZ: But I know Joanne has a list of the membership. So he must have gotten Belinda's number through that.

HUEGLE: Right.

MELENDEZ: That's the only thing I can think.

HUEGLE: And we know Belinda and also possibly, you said . . .

MELENDEZ: Maybe Dolly Casazza.

HUEGLE: Maybe Dolly got some calls at home.

MELENDEZ: Yeah.

HUEGLE: Okay.

MELENDEZ: And I don't know, who else was there, maybe Stephanie Thorne, who was also a representative of W.O.N., may have gotten a call.

HUEGLE: Okay.

MELENDEZ: Or Lois Carillo.

HUEGLE: Okay.

MELENDEZ: Those were the reps at that time.

HUEGLE: Okay.

BARGIONI: I can't think of anything else right now.

HUEGLE: Rose, is there anything that you'd like to add before we end the interview, in regards to, possibly that we neglected to ask you, or that you want to add before we end the interview?

MELENDEZ: No, I think that's pretty much it.

HUEGLE: Okay. We'll end the interview at this time. The same three parties are present. The time is 10:57.

HUEGLE: The tape was off for a second. We're just going to go back on the tape with the same three parties present. The times are still the same, 10:58 AM.

BARGIONI: Rose, there's just two things that I think that I would like to clear up. And one is that you had made a comment shortly before we ended our interview with you that you had heard from both Maher and Joanne Welsh up until the point in time that the sexual harassment complaint was made. At that point in time, did you hear from either one of them again?

MELENDEZ: Not a call from Maher at all. And from Joanne, I spoke to her briefly in the hallway just to say hi, how you doing.

BARGIONI: And have you had any conversations with her at all since she filed the complaint?

MELENDEZ: After she filed the complaint, I had gone into her office. And I said, Joanne, what is going on here. And she said to me, I don't have time to discuss this. I said, do you want me to call a meeting of W.O.N. so that you can tell us what's going on or if you want . . . I don't have time for that. I have, you guys can't support me that quickly and I have to go outside and do what I have to do to get support.

BARGIONI: Okay. Now let me back up. How long have you known Joanne?

MELENDEZ: I met Joanne, I mean, I know she's a woman officer in the Department, but as far as meeting her, I met her way back when, I guess it would be around, maybe, February, March, of '92 when we started working on W.O.N. stuff. And she got really involved and wanted to be involved in that.

BARGIONI: Would you consider your relationship with Joanne, up until the time that she said that she didn't have time to talk to you, strictly professional? Or were you friends?

MELENDEZ: It was professional and we were friends and acquaintances. I went to her Christmas party and that's, and a party that was given when, at Delancey Street by Maher when the Chief was appointed. But we don't socialize. So it was just more professional friendship type thing.

BARGIONI: Okay. Did you find it unusual in light of the fact that she did call and talk to you when she would get upset about the Chief not supporting her? Did you find it unusual then that all of a sudden now she didn't want or need your support?

MELENDEZ: I found it very unusual when she called me and she said I'm not taking this any more and, you know, I have to do something else. And I said, what do you mean, Joanne. And she said, well, you'll find out in tomorrow's paper. And I said, what are you talking about. And she said, his conduct with me and so on. And I said, Joanne, what are you trying to insinuate to me. And she said, you don't know the whole truth, Rose, and the whole truth's going to come out. I said, are you talking about sexual harassment or something like that. And she said, yeah, you don't know the whole story, you know. And I said, well, why don't you tell me the whole story. And she said, and you don't know that in '89, you know, he grabbed me and kissed me. I said, what! I said, Joanne, and she goes, and it's been going on and I'm going to come out with it. I said, Joanne, please, what are you doing; 'cause I felt like there was something, you know, it was happening so fast and right after this management thing. And I said, Joanne, please, what are you doing. She goes, I can't talk to you any more, you'll see tomorrow, and click.

BARGIONI: And now, if we go back into talking to you earlier on when she discussed about supporting him through W.O.N. for Chief. You specifically asked her at that time if there was any problem with him in terms of sexual harassment that she knew of, and what was her response?

MELENDEZ: She said, no, there wasn't, Rose. He's a nice family man, you know, I've worked with the man, I respect the man, there's nothing like that anywhere, you know, in his background, and I think we should support him.

HUEGLE: Okay. One other thing, Rose, before we end it. Any other supervisors since you've been on staff here from City Hall come down here since you've been on staff, other than Supervisor Maher, that you can remember? Would come down to the Chief's Office?

MELENDEZ: I think when he first got appointed, maybe the woman supervisor, Conroy?

HUEGLE: Ann Marie Conroy?

MELENDEZ: I think she came by . . .

HUEGLE: It's possible . . .

MELENDEZ: . . . just to say congratulations.

HUEGLE: Okay. Was she possibly the only one that you can remember?

MELENDEZ: That's the only one I can remember.

HUEGLE: Okay. Any phone calls from other Supervisors that would come into the Chief's Office, would those usually be done by staff people calling for the Supervisor to ask for the Chief?

MELENDEZ: Yeah, when Conroy calls, it's always her secretary.

HUEGLE: Any supervisor would be . . .

MELENDEZ: It's usually a secretary calling and, you know, so and so calling for Ann Marie Conroy.

HUEGLE: Right.

MELENDEZ: I don't recall anybody calling directly.

HUEGLE: Okay. Other than Supervisor Maher.

MELENDEZ: Yeah.

HUEGLE: Okay, fine. Thank you very much again and we'll end the interview at this time. Same parties present. The time is 11:04.

INTERVIEW OF

OFFICER CARL TENNENBAUM

STATEMENT OF OFFICER CARL TENNENBAUM

DATE: February 24, 1992 TIME: 3:44 p.m.

Q. Carl, can you just please describe how long have you been here in the Chief's Office and your duties then?

A. I worked in the Chief's Office since December 15th of 1991. My duties include basically correspondence type duties assisting the Chief with any administrative duties, correspondence, answering the phones, mail, assisting citizens requests, also assisting officers who are in the department who need anything from the Chief's Office, letters written and ah, administrative duties.

Q. Okay, ah what are your basic hours here?

A. Nine to five.

Q. Okay. And ah, going back to what just started on February 10th of this year, your recollections of that day, do you remember if you were working that day?

A. Yes, I was.

Q. Okay. Ah and what would be your working hours on that day?

A. I would be working from 9 AM to 5 PM.

Q. Okay. Going back to that date, we just want to talk to you about at some point on that date do you remember Supervisor Maher coming to the Chief's Office?

A. Yes, I do.

Q. Okay. Can you give as an approximate time, whether it would be morning or afternoon when he came here?

A. I would say it was right around 3:30 in the afternoon.

Q. Okay. Who else was on the staff that day when he came in?

A. That day he came in, Dolly was in the front office were I was in the reception area. Joyce was working, although I don't recall if she was on her desk or not. Eric was also working and he had just stepped out of the office prior to Supervisor Maher coming out.

Q. Okay. Was Rose Melendez working that day?

A. I don't recall if Rose was working or not. I think Rose had left for the day.

Q. Probably earlier?

A. Right, right.

Q. Okay. Ah, going back to that date, ah, when did...You know who Supervisor Maher is?

A. Yes, I do.

Q. You've met him before?

A. Yes, I have.

Q. He's been in this office prior to that date.

A. Yes he has.

Q. Talking about that day, from your recollection, when he came into the office, just tell us what happened.

A. The Chief had advised me prior to this arrival about 10 minutes earlier the Chief has told me that Supervisor Maher was coming up. And I was to show the Supervisor in and when he got here, I was in the office, Supervisor Maher arrived, I looked down on my phone and on my phone there's a light that indicates that the Chief is on his

line in his office. So I greeted Supervisor Maher and I told him that the Chief was expecting him but that the Chief was on his phone and Supervisor Maher said fine. He stood and he waited. He actually walked across the office and stared at the picture. Um, my impression was he didn't want to have any contact with me. Ah..

Q. Pictures that are still in the front office?

A. Pictures that are still in the front office, correct. Which I had found, I don't know if you want me to your mind, my opinions, my feelings but I felt this very unusual because I've met Maher on several occasions, I've talked to him and I know that he is very talkative person but he walked in and out of the office. So the light that the Chief's phone, the phone might have went off and I, ah knocked on the door, opened the door to the Chief's Office and advised the Chief that Supervisor Maher was here. And then I motioned for Supervisor Maher to enter the Chief's Office. Then the Chief met Supervisor Maher just ah, on the other side of the door in his office, and I closed the door and sat down.

Q. Okay. Ah, was the door closed?

A. Yes, it was.

Q. Ah, when you saw Chief greet Supervisor Maher, did the, was there any salutation of greeting?

A. Yeah, I believe, he said "Hi, Bill".

Q. Are there any handshake?

A. I don't remember them shaking their hands. No, no.

Q. The door is closed and you came back to sit here at your desk?

A. Correct.

Q. Approximately how or what happened next?

A. I was on the phone, and it couldn't have been two minutes and it was probably more like one minute later. I was on the phone talking to somebody and the door to the Chief's Office, that side door office that's by my desk, about five feet from my desk, the door was opened rather abruptly. It was really pulled open cause it opens into the Chief's Office. And at that moment that was pulled open I could hear these loud voices specifically the Chief's voice and I heard him tell Supervisor Maher in a really loud tone, in an angry tone, he said um, something to the effect that's it you know, you're violating City Charter or City Code and I want you out of the office right now. And if you don't leave I will have this office to escort you out. And the Chief motioned to me, so I immediately, I mean I already hung the phone up anyway, I stood up, I looked, I realized that there was some type of a confrontation and you know I was ready to take whatever action was required. Supervisor Maher kind of nonchalant, he stood up, his sportcoat over his shoulder and walked out of the office.

Q. As you walked or go to the door, Carl, the Chief is at the door?

A. Correct.

Q. As soon as the Chief went and opened the door?

A. Right.

Q. When you looked at Supervisor Maher, he was still sitting?

A. Correct.

Q. At, in regards to the lay out of the Chief's office is his desk his against the back wall, there's a couch and set of chairs on this wall where would he be sitting on the couch?

A. Supervisor Maher was sitting on the couch and as you face, the couch faces the Chief's desk he would be on the left side of the couch, the portion of the couch closes to the door to my area.

Q. And ah, when he leaves the office and comes out here where does he go?

A. He walked passed me, the lenght of the reception area and out the far door and down the hall and I didn't see where he went after that.

Q. Did he say anything at all prior to his leaving?

A. No, I think if he said anything, he may have, you know, he may have muttered fine or okay in compliance with the Chief's demand that he leave. But he didn't say anything to me.

Q. Did you say anything to him?

A. No.

Q. Okay, did you hear anybody else in the office other than the Chief say anything to him?

A. No.

Q. When he left?

A. No.

Q. After he left, what did the Chief do?

A. The Chief closed his door, went back in his office and then he came out the other door into Joyce's office and told Joyce to screen his calls. As in a matter of getting louder for me to hear. And ah, that was, that was it to that point.

Q. And he came back to his office?

A. Yes, he did.

Q. What's ah, what's the next thing that happened?

A. The next thing that happened, um, I recall the whole event vividly, the door to my area from the Chief's office opened up, the Chief was standing there and again he had this very serious look on his face which he had pretty much all afternoon and he had indicated to me to come into his office. He actually extended his arm and ah, curled his index finger, motioning for me to step into his office, so I did.

Q. Okay, even prior to that Carl, how would you describe the Chief's demeanor point of view over the door?

A. When he opened the door to motion me in?

Q. No, to tell Supervisor Maher to get out of there.

A. Oh, very, very serious, very angry, very upset.

Q. Flustered?

A. Yeah, yeah. He really looked um, he looked very serious.

Q. Okay. So when he motioned you now, back in, does he bring you back there closed doors?

A. Yes.

Q. Okay, can you tell us in regards to what happened in there?

A. He walked over to his desk and he sat down and I sat down on the other side of his desk facing him where he's seated across the desk. And he said do you know what that "fuck" tried to do? And I said no, and he said you know him and his girlfriend have been trying to do? And I said no. And he asked me you know he wanted you out of this office. And I told him that I did know that. And the reason I knew that is that because the weeks prior there have been some disruption in the office about my role in Public Affairs,

which I think we're all familiar with. And I was told by Sam Craig, Lieutenant Sam Craig a week earlier that Supervisor Maher was trying to get me transferred out of the Chief's office. The allegation being that I'm a leak to the POA, this is what I heard from Sam Craig. So now I'm in the Chief's office and he asked me if I was aware of the fact that Maher wanted me out. And I said yes, I was aware of that fact. He said, well he just came in here, this is the Chief speaking, referring to Supervisor Maher, he just came in here and told me that if I don't tranfer you out of the Chief's office that he and Supervisor Migden are going to call for public hearings into your conduct up here. I kinda laughed. I, I did laughed. I said to the Chief, what are the allegations, what have I done wrong. And he said he didn't know but he had a six-paged letter that Joanne had written about me and although there was nothing real substantive in it that you know, he said that you can infer anything and he said that he thought that may have been alleging some type of harassment, sexual harassment or creating a some type of a hostile work environment for Joanne.

Q. Did, have you ever seen the letter?

A. No.

Q. Have you seen the letter?

A. Yes, I have.

Q. Who showed you the letter?

A. The Chief did.

Q. Okay, do you have a copy of the letter?

A. Yes, I do.

Q. And when did he give you that copy?

A. That very moment, as we were talking and he was explaining this to me and I asked him if I could see a copy of the letter. So, he pulled open his file drawer, pulled out a copy of the letter and handed me the letter. And I began reading the letter. And as I read the letter he was making phone calls so I was reading the letter and he was making phone calls, I know, he called the City Attorney's Office, I know he called Supervisor Migden's Office. Um, I also know that he've received a call from Supervisor Maher.

Q. Okay. Were those two phone calls that you remember to the City Attorney's Office and Supervisor Migden's Office after he talked to you or before he talked to you?

A. No, after he talked to me --

Q. After he talked to you --

A. Yes.

Q. Okay, how long were you in the office with the Chief ah, before you came back out then?

A. I think I was in the office probably fifteen minutes. Yeah, probably fifteen minutes.

Q. Was there other conversations that you can recall in regards to what you have both said to each other?

A. Yeah, there was quite a bit of discussion. I read the letter, um, ---

Q. Let me just stop him, I just want to clarify something. You said that a call came in from Supervisor Maher while you were in there?

A. Yes.

Q. Did the Chief talk to Maher?

A. Yes.

Q. He did. Did that come in on the Chief's private line?

A. No, no. I, I think, I'm not really sure, but I think Joyce or Eric, somebody on the Chief's Staff came and told him..I don't remember, I don't remember.

Q. The possibility that somebody had told him that a call was coming in and he accepted it--

A. Right, right

Q. That's your recollection, that the possibility of it wasn't a direct call--

A. Yeah, but I'm not really sure.

Q. Do you remember what he said--

A. The Chief?

Q. In the call?--

A. Yeah, --

Q. Was it a conference call or that the Chief, did you just hear the Chief--

A. Just heard what the Chief said.

Q. And what did he say?

A. He said "fuck you". He said "fuck you, um and then he said something that this is going on too long or this is out of hand, or something like that.

Q. Ah, how long is the conversation, approximately.

A. Not 20 seconds. In extended to what was, ah, whatever Supervisor Maher has said to the Chief and the way Chief responds and Chief told me afterwards that Maher had said "uncle".

Q. Okay, did he mention anything else to what Supervisor Maher had said?

A. No.

Q. When ah, do you know if the Supervisor Maher and the Chief

A. I don't know.

Q. Okay, when after that call, what happened?

A. I read the letter and I began discussing the whole issue with the Chief. I found the letter to be completely laughable. It was a six-paged diatribe and my activities in the Public Affairs Office and the Chief's Office ah, and I began discussing with the Chief and I just, you know, I didn't even, I didn't even discuss issue for issue, her allegations because it is so, it's so incredible.

Q. Just for the record, I just want, I'm just showing a six-paged letter ah, dated January 26, 1993 to the Chief. Um, six pages and signed ah, was ah, a name on the bottom. Is this the letter what we are talking about?

A. That's the letter.

Q. Okay

Q. In this discussion with the Chief, while you were looking at the letter and even subsequent to that, was there any reference made back to the incident with Bill Maher on that date and a follow up phone call from Bill Maher when the Chief said that's it, it's just gone too far, I've had it. Did the Chief go in to that in any detail with you as to what he was

A. It's hard for me to say. I, I guess, in a rough estimate, a dozen times that I know of--

Q. And that some of them would be unannounced?

A. Yes.

Q. Without scheduling an appointment?

A. Um, I don't know about scheduling appointments.

Q. Okay, going back to, tell us what the Chief told you then, about that, about that, you know, what he wanted there or what the statute in regards to supervisor--

A. He just, ah, he told us if, that you know if the Supervisor should call you know to connect him you know, to put the calls into the Chief because he would deal with him directly, he would talk to him directly. Um, that was basically the rule of thumb ah there was no protocol I mean, there ah, there may have been and I do recall a couple of occasions where ah, the Chief said you know, that if Maher calls to tell him that he was in a meeting or he wasn't here. You know, basically, he kind of you know avoiding Supervisor Maher.

Q. Was that really on or was that after calls from coming a lot, he's getting little frustrated by it and so then he just kind of set up this internal procedure where he was busy he couldn't take the call?

A. I think it was more going on.

Q. Okay.

Q. Did you remember if the Supervisor ever coming here and not be able to see the Chief?

A. Yes, yes. There were a couple of occasions where he would show up, the Supervisor would show up unannounced and the Chief was not in and legitimately not in.--

Q. Okay--

A. And he would just kind of stroll in and the reason that it gets kind of cloudy is because there are a lot of times, you would see the Supervisor Maher up here, in the hallway because he'd be in Public Affairs or in around Public Affairs Office where Joanne Welsh works and um, a couple of times, I don't, he kind of strolled over like, he just happened to be passing through. And I remember one time he told me that he was just in the neighborhood. And thought that he would stop in and the Chief wasn't here. So he'd come in ask us if we would tell--

Q. We?--

A. We, the office staff, I don't remember specifically but I was there a couple of times, told him that Chief wasn't in and he said okay, it wasn't important I just thought I'd come by, I was in the neighborhood and he would leave.

Q. Would the Chief ever be here and not see officer, ah Supervisor Maher if he was in?

A. I don't remember specifically that ever happened.

Q. Would you say the phone calls and the visits got more frequent the last month and a half and/or less frequent than the first ones he made?

A. I know that they actually stayed pretty steady. You know I'd say that they stayed pretty steady and then about two weeks prior to this incident there was a little confrontation between the Chief and Officer Welsh involving me and ah, ah there were no phone calls that I know of from Supervisor Maher for a two-week period of time that I personally know of. So for two weeks they actually stopped as far as I know.

Q. Has Supervisor Maher ever called you personally?

A. No.

Q. Not at all?

A. No. I never had a--

Q. Have you ever talked to him or call him?

A. No.

Q. Are you aware that he may have called other members of the Chief's staff at home?

A. No.

Q. Okay.

Q. Has anybody of the inner staff here in the Chief's staff here told you about receiving that phone calls from, ah Supervisor Maher at home?

A. No. (pause) I take that back, I'm sorry. I, I think, I think the inner staff, I think of the people in this office, I think of Rose, Eric, myself and Joyce and Dolly. Sam Craig told me that he had received phone calls at home from Supervisor Maher.

Q. Ah, has that been recently?

A. Yes.

Q. Ah, would you know how, how he would get Sam's phone number or did Sam mention how he, why he would call him at home?

A. I've no idea.

Q. Would he mention what the, just what the conversations were?

A. Yeah, just the conversations were that that Supervisor Maher wanted me out of the Chief's Office.

Q. Did Sam Craig tell you that directly, that that was Supervisor Maher's requests to him?

A. No. In fact it was kind of funny because Sam told me on a couple of occasions that that Maher or and/or Joanne, they had called him at home over the weekend, one weekend in particular um, that this happened. Um, if you just let me consult to my paper, I can tell you exactly when it was. Um, (pause) It was the weekend of the 30th, Saturday the 30th and Sunday the 31st. Monday, ah, Sam Craig called me into his office and told me he had kind of a, a kind of a rough weekend and he got a call at home that Maher called him at home and that Joanne had called him at home regarding me, regarding my um, um performance, my functions, I don't know what the word is, my behavior in the Chief's office. So, that you know that Sam Craig had a call at home.

Q. Okay, did the Chief ever say anything to you after the incident that he was in here even before about your performance? About Supervisor Maher, before that?

A. I'm sorry but--

Q. Did Supervisor Maher, any was there any comment by the Chief or questions directed, directed to you from the Chief about Supervisor Maher questioning your performance prior to that date? That had happened in here?

A. Prior to the day of the 10th?

Q. Right.

A. Yeah. There was quite a bit of discussion regarding Supervisor Maher's um, interference or, or inquiries about my performance--

Q. From the Chief to you?

A. Yes.

Q. And how would, was that--

A. Well, it came about--

Q. Can you tell that to me?--

A. Yeah, I filled in for Officer Welsh the week when she was on vacation in Hawaii. Upon coming back, or actually during the period of time that she is gone the Chief had told me that he was very happy with the job that I had done while she was gone and he had somewhat indicated to me that he wanted me to stay in Public Affairs to work --

Side 2 of tape

Q. Side two, the same tape, same three parties are present. Carl, we were just talking about when you came into ah, your office to ah for vacation leave basically when Officer Welsh went on vacation and that was what date?

A. Um, she was gone the week of the 11th through the 18th. Monday, the 11th --

Q. Of January--

A. 11th of January through Friday, the 15th. She actually returned to work um, returned to work on Tuesday, because Monday, was M--, Monday the 18th of January is Martin Luther King Day. She, I went into the office, Friday morning the 18th, she left the office about 11 o'clock that morning her daughter was sick.

Q. How was that assignment made?

A. Ah, that assignment made by the Chief.

Q. The Chief, you're telling me that you were gonna go in there--

A. Actually the Chief told Sam Craig who told me that I was going in there.

Q. Okay, and that was basically just for vacation leave for that week?

A. That's correct.

Q. Okay, and she was, you were over there in the morning of Friday before then she had left sometime later on that morning when her child was sick.

A. That's correct.

Q. So she knew that you were coming in there for that ---- period.

A. Correct--

Q. Prior to you going in there, how would you describe your relationship with Officer Welsh?

A. I would describe it as being very good. Very good, very cordial, very friendly, ah ah very cooperative, she is an excellent--

Q. And, and Bill Maher have been to this office prior to you going over, to fill in for Officer Welsh...Is that correct? You were familiar with him coming into this office?

A. That's correct.

Q. How would you describe his demeanor with you at that point of time?

A. He had always been very, ah, very friendly, very cordial, I, I always made a point to say hello to him. And very, very friendly.

Q. Would you have been in the office on an interim basis before that vacation relief of her..call?

A. Oh, yeah, I've been over there on several occasions to ah, either ah, touch base with her regarding some, either ah, you know public affairs issue. --

Q. Uh, huh--

A. Ah, we do the, the Chief's Office and Public Affairs were close in regarding all the crime, events, media events and also ah, Officer Recognition Awards. So, I had, I had dealth with her on a regular basis and I had been over in that office quite a few times.

Q. Was Supervisor Maher, prior to the ah 10th of February, come into that office while you were over there at all?

A. Yeah, I believe, I were, I was over there once or twice when he came in.

Q. Would that have been the same time to see the Chief possibly or would you know to just ah, to visit, to ah, to that office?

A. It was my feeling that he was just coming to visit that office to ah, to ah, see Joanne or there was one occasion I know um specifically that I was there and she had called him on the phone and asked him to pick up Mary Kay, which is her daughter, and he arrived, it was after 5 o'clock and you know the most of the places were starting to shut down and he showed up with, with Joanne's daughter and he walked into that office waiting for her to get off.

Q. Okay. (pause)

Q. During those creative times when now you are working over that office and he would come over his demeanor with you was pleasant?

A. Yes.

Q. At some point while you were still there the situation started where there was either some friction building between you and Joanne or you were just kind of unaware that there was any problem. What was your impression, were you aware of it?

A. I was totally unaware of any --

Q. You were unaware--

A. Absolutely.

Q. And so when Supervisor Maher would come in there, there was nothing you felt that was kind of out of the ordinary or he never came up to you and kind of maybe make some off the wall comments that you being in there?

A. No. You know, in, in retrospect I, I can see where..I, I felt in retrospect that there was some tension between, from Joanne towards me. But that was in retrospect up until the day that she had her temper tantrum in the Chief's office I never felt, I was too busy handling public affairs issues, dealing with the media

and, you know these current events going on. I, I never, I never paid enough attention to what she was doing or what was her concern about, you know some conflict.

Q. When he would come in that office would it, would it be just to visit with her socially or did you feel that there was some reason for him to be here as part of his function at the Board of Supervisor? Now what was, what was your general impression of their relationship with each other?

A. Well, I, I knew that ah, I knew that they were seeing each other, boyfriend - girlfriend or whatever the term is. And I never paid much attention to it. I mean it was my impression that he was coming up there, especially when he came with her daughter that one time, that you know, that it was social visit, that he was bringing her daughter, they were getting ready to go home or whatever, I don't know the situation is but I didn't pay that much attention to--

Q. When he would come up to see the Chief, did you feel that that was also a social visit or a very casual type of relationship or was your impression that it was more of a professional visit?

A. I, I think that when he would come to see the Chief more often than not it seemed to be that there was some business at hand. You know, you seem to, the impression was that he was here for a purpose or a reason except for those couple of occasions where you know he'd show up and the Chief wasn't here, you know, he would even say "Hi, I was just in the area, I thought I'd stop by to say hi."

Q. Would he ever leave a note or a letter to Chief if the Chief wasn't here?

A. I don't remember him doing that.

Q. Did the Chief, if you can recall, ever discuss with you ah, anything that Supervisor Maher discussed with him after he left? Ah, for you to do because of Supervisor Maher's coming down here?

A. No. Not..no. (pause)

Q. Approximately when, if you can recall, that he picked up the child and brought her down to ah--

A. I don't remember.

Q. Okay. Would have been the lat-- in ah prior to ah, the first of the year or I mean sometime after January?

A. Yes, after sometime after through the first part of January. Because I know after the first part of January I had, I had started to spend more time in the Public Affairs Office and I know it was in some point, it was probably right around ah, their vacation time because I know we were also busy with ah, you know, the Gerard case and a lot of things going on that I was over there dealing with so, I would have to say definitely....

Q. Lt. Sam Craig have ever mentioned to you that you were gonna be over there at some point on a permanent basis?

A. No. The, the, the discussion was on Friday, the 15th of January, I walked in the Chief's Office...I had spoken with the Chief early on, on his tenure about my desire to work in Public Affairs. I have this desire for some time and it's not a big secret and I had spoken with the Chief about that early on and I told him that I really like to work over there and he told me that,

you know, right now he won't to make anymore transfers or moves. Ah, when I filled in for the week, there was actual, there was talk of bringing Dave Ambrose up to do, to fill in for that week and that was Sam Craig's suggestion and Chief told him no, to put me in. On the 15th of January, it was a Friday morning, I had gone up to the Chief's office to brief him on the Tom Gerard caper cause it had just started to break into the press. And as I was in there talking to him, um, he looked up to me and he told me that in a week's time I had done an outstanding job, started to praise me. And he said, "You know you've gotten a lot of positive press, you've been on T.V., you've even had Jane Ganaul and Barbara Taylor write something positive, which is kind of tommy shape because they've been pretty hard on us." And Sam Craig was standing there and he told the Chief that ah, that the Chief should, he said "that maybe you should assign Carl over there." And it was just like music into my ears...something I wanted to hear. And the Chief said, well, I think he said, maybe I will, or maybe I should. Anyway, I just took it literally and took it upon myself to decide that I was going to be assigned over there. Jerry Akins was also in the office when this conversation took place,--

Q. Uh-hum--

A. so, you know, I mean he can verify it. I was never told point blank that I was tranferred to Public Affairs. There was never a Transfer Order putting me in Public Affairs, that this was the indication that I had. A week and a half later on Thursday, we had a staff meeting and ah, my role in Public Affairs was brought up. And again, I didn't realize that there was any issue or there was a

problem. I, I, you know, I was technically I'm assigned in the Chief's office but I felt that I was assisting in Public Affairs. Well, the discussion came up in the staff meeting and Sam Craig told me point blank that I was still, that the Chief still wants you in the Chief's office, you're still assigned in the Chief's office. However, he wants you to assist Joanne ah and to be apprised of whatever goes on over there in case she goes away or she is on vacation or if she needs help. And ah, this is fine with me if it had created a somewhat defined working relationship that I was gonna have with her, I have no problem being in the Chief's office and ah, there was actually some discussion afterwards about Joanne and I having definite roles to play in Public Affairs um, operations.

Q. Okay. Was that ever told to her?

A. She was present in the staff meeting--

Q. At the meeting, and what date was that meeting, do you remember?

A. Yeah, --

Q. Is that the Chief's staff meeting, Carl?

A. Chief's staff meeting, right. The Chief was not at that staff meeting um, I don't realize he was. Okay, this would have been Thursday morning ah, (pause) This would have been Thursday morning the 21st--

Q. Of January?

A. Correct.

Q. So, Sam Craig was there?--

A. Sam Craig, Rose Melendez--

Q. Rose, Carl--

A. Eric--

Q. Eric, and Joanne--

A. Joanne, and Joyce.

Q. And Joyce. (pause) And after Sam said that this was gonna be partially a function, I don't know what you do here, did you see some kind of an immediate response from Joanne, no?

A. Not with non whatsoever. No, I've, I've...I've felt that everything was on the up and up and everything was fine. In fact I thought, that I actually appreciate the, the distinction being made so that there was, there was some clarity there for everyone involved. Not that I proceed the problem but...it did seem to me that there was some confusion coming up out of this whole thing. But there was no, no negative reaction coming from her, whatsoever.

Q. Can you remember how soon after the staff meeting that there appeared some friction or pressures started to be exhibited upon the Chief to get you of --

A. I didn't know anything or sensed anything at all till the following Thursday.--

Q. Which was --

A. The 28th of January.

Q. Okay. And what happened on that day?

A. I was driving the Chief that day, I came into the office late, I got here about 9:15 or 9:30 and we were having a staff meeting that I had forgotten about. I walked into the staff meeting, ah, the same people were in that staff meeting that were at the staff meeting a week earlier and as soon as I walked in um, I really didn't pay any attention, again in retrospect I realized there was

something wrong. I walked in and Joanne kinda gave me a funny look and she looked away and that she started talking about ah, problems that she was having in Public Affairs, mainly about getting equipment..ah, the Public Affairs Office is sort of lacking in certain equipment ah, articles that just needs to be reorganized. So this was just the common discussion of complaint for a long time with Joanne and I've trying to help her, giving her ideas on how to get certain equipment and FAX machine...anyway that was the discussion that morning. But when I drove the Chief ah, to his interview, he had an interview at KBHK that morning, I was talking to him about, telling him that she really needs help over there, kind of lobbying him--

Q. Uh-huh--

A. For myself but also just to get the Public Affairs Office functioning. That afternoon we came back from lunch, I took the Chief to lunch, I had lunch, we came back, I walked in Public Affairs Office and there was nobody there and the phones were ringing. So I started answering phones. The phones that were ringing was the press, they were inquiring about this ah, there was this death of a man who jumped off the bridge with his child, --

Q. Uh-huh--

A. And so they were inquiring. So I started investigating, calling Northern Station doing all those and Joanne walked in the office as I was sitting there on the phone and she stopped and she stared at me and then she kind of stormed out of the office. I really wasn't paying too much attention because I was listening on the phone. About 15 minutes later, I got up, I walked in the

Chief's office to tell him about this Golden Gate Bridge thing, I thought it might be important for him to know. When I walked in the Chief's office, ah the Chief was sitting on the couch, Joanne was sitting on the couch, Sam Craig was sitting on the chair and as soon as I walked in the conversation stopped. And everybody, just, I mean, it was obvious that there was something wrong. The Chief asked me to come in, asked me to sit down and he began to explain to me that there was a problem with me being in the Public Affairs. And he really tried to explain it very diplomatically that basically that there is a problem, that there is some confusion was I believe the word that he used. And he said you know we're all a team here and we're all supposed to work as a team and I, that there shouldn't be any problems like this. Well, I really didn't know what the problem was and at that point Joanne looked at the Chief, looked at Sam Craig and started yelling. She said the problem is that you're telling him one thing and they're telling me one thing, and that you're telling me the other thing and she said and I don't know what's going on and she just went nuts, I mean she just started to carrying on about how her credibility was being jeopardized, um, she was being hung out to dry, she wasn't getting any support and I was sitting there, listening to this and I was I really was, I swear to God. I was absolutely stunned that, that there was so much, I couldn't understand it because in all of the staff meetings, Joanne was asking for help and it indicated that she needed some equipment and assistance over there, she thought that she thought she's going to

lose her secretary and she was very upset about that and now she's carrying on. Well, that, that was, I'd say was kind of a lot of shit as far as--

Q. And, and at any point during that particular, I don't know which one... a couple of meetings or whatever, did you hear her at any way make some kind of threat to the Chief or was there any comment or even inference made to Bill Maher or Bill Maher somehow now coming in to influence the Chief about you being there?

A. Not, no. No, not immediately. She, she stood up. She, she had this, the best to way to describe it is, a temper tantrum. She had this temper tantrum, she stood up and she told the Chief that she wanted to transfer. She said that's it transfer me out and she stormed out of the office.

Q. Prior to the latter did she asked the Chief to keep you out of the office or Sam Craig in front of you to keep you out of the office and for you not to go in there?

A. To answer question quite frankly, not only did she not asked him in front of me, ah, did she ever say anything about transferring me out the ..... point of contention that whole afternoon or for the half an hour that this thing continued was that, that they weren't, they weren't, they weren't, they were being indecisive. They, they, Lt. Craig and the Chief, that they weren't giving her direction that they were giving mixing oh, that they were doing this, that they were doing that. After she left the office, the Chief looked at me and he said ah...oh, he asked Sam to go out and get her just to calm her down. And the Chief asked me he said "You know what the problem is?" And I laughed,

and I said well, I said I think the problem is that when I was in there for the week that I did a really good job and I think maybe she's unhappy about that or she doesn't like it. And he, he laughed and he agreed and said I think that's the problem. I got up and went back to Public Affairs cause I was in the middle of this homicide suicide thing and she came in there and started like wildly packing her bag, gathering her belongings and Sam came in behind her, who was trying to calm her down, and he is trying to talk to her, and she's slashing out of hand and she said "No", she said "This is typical, this is typical of what happened." She said "I'm not getting any support" and she said, "You know, you're saying mixed messages out to him" and she just continued with the same stream of ah, of anger about that they weren't doing anything, that they weren't making a decision, that they were doing this and then she looked at me and she said "This is nothing personal, Carl. This is nothing against you." So, she continued this with Sam for a few minutes and finally she seemed to kind of lown off and she seemed to calm down and I asked her if I could talk. I said can I just talk to you for a second? And she...Sam Craig was still there, and I told her, I said Joanne, I don't know what the problem is. I said you know, it's my understanding that I was supposed to be helping you out that we're supposed to working together and ah, that was the indication that I got and I said I know that ....I'm still assigned in the Chief's office but I thought that we understood that we are working you know as a cooperative. I'm, I'm supposed to be assisting her and I had told

her point blank I said that if there's a problem with me being here or if it bothers you I said I'd be glad to leave I have no problem with, I mean it doesn't matter to me. And she said "No, that this is typical, that these two", indicating the Chief and Sam Craig, "couldn't make a decision" and she left.

Q. Did she make a phone call or anything while she was there?

A. No.

Q. Was there any mention in that meeting in here and then that meeting with Sam and yourself or a discussion at all in regards to Supervisor Maher? That you can recall?

A. No.

Q. And when she left that day when was the next time, ah, ah, ah, what did lieutenant ah, Lt. Craig do what did he say? Did he say--

A. Well, he, he didn't say that anything that afternoon. In fact he went in to the Chief's office and he had discussed it and he came out and Sam seemed to be obviously kind of upset about this whole thing. Ah, he came out and he asked me, he asked me what I thought he should do as Chief of Staff. And I said, well if you want to know the truth I said here's what I feel if she really...if she really sincerely just concerned of about lack of decision or lack of direction and if she is really truly concerned about the Police Department and the Chief I said then you should transfer me over to Public Affairs. I said because that way I would get what I want, I wanna be over there and that way the decision would be made and she doesn't have a .... if this is her true ..... But I also told Sam I said I think I, I realize I know that that's not her

true .... I think she, I personally felt that she felt threatened by me. So I left, that was Thursday afternoon. Following morning I came in she had called in sick. Ah, I went over to Public Affairs Office and 10 minutes later Rose Melendez came in and told me that Sam sent her over to cover the Public Affairs Office and I was not to be in Public Affairs.

Q. And so that was when?

A. Friday morning the 29th of January.

Q. And it has been that way since then?

A. No. Pretty much so. I've been ah, I've been barred from going to Public Affairs and --

Q. By Lt. Craig?

A. Ah, by Lt. Craig, ah from the Chief.

Q. Now, but he didn't tell you that directly, Rose was the one who told you or some point when you came back did he--

A. Yeah. Rose, Rose told me and then I came back over to the office and now I was a little descruntled because ah, you know a lot of these has to do with twelve years of being in the police department and seeing..this stuff doesn't make sense. You know, now, now you've got Rose over there who, I don't think has any desire to be in Public Affairs, filling in. So the press is kind of disservice. And anyway, I came back in to the office and in some point in time Sam called me into his office and told me that Maher had called the Chief that day he had told the Chief not to transfer Joanne and to keep me out of that office. And Sam said so for the time being don't go over there.

Q. So he called you in?

A. Yeah.

Q. On the 29th--

A. Correct.

Q. And specifically told that you at that point that Maher now had called the Chief?--

A. Correct.--

Q. I didn't .... the Chief--

A. Correct.

Q. Maher had called the Chief said Joanne was not to be tranferred--

A. Correct--

Q. And you were to be out of there.

A. Correct, that's correct.

Q. Has Sam Craig talked to you about receiving any phone calls from Supervisor Maher at home?

A. Ah, yeah the ones that I had referred to earlier. The following Monday he had told me he had received some phone calls at home that weekend.--

Q. Uh-huh.

A. There was some discussion, I think he had to go to Los Angeles ah, ah Sam had to go to Los Angeles, a friend of his is ill and he said that it was kind of a rough weekend because Joanne had called and Maher had called and ah, he didn't want to deal with this when he has a sick friend. And, and I remember it was a very weak conversation.

Q. Did, ah Lt. Craig ever mention a phone calls from Supervisor Maher prior to that incident or anything else in regards to ah, ah honor of duty?

A. Not that I recall.

Q. Okay--

Q. Was there any discussion that you knew of before Lt. Craig told you about Maher calling the Chief about Joanne being transferred. I mean other that per her saying she wanted to be transferred, did you hear any conversation between Lt. Craig or the Chief or you or these parties about that she's saying that she was gonna transfer?

A. In the entire, since the Chief has been the Chief to this point of time, the only time the word transfer has been used with Joanne's name was on that one single occasion when she stood up in the Chief's office and said she wanted to be transferred. And if there have been any ah, indication or hint or anything else that she was gonna be transferred or that her job was ever in jeopardy.

Q. Was there any response to that request?

A. That she requests a transfer?

Q. Uh-huh.

A. No, just the ensuing follow-up the next morning that the, ah, you know the middle of Friday, when Sam Craig told me that Maher had called--

Q. Uh-huh.

A. Stating to not transfer her and then on Monday again when Sam told me he had received phone calls that weekend from Maher. And that the Chief had also been contacted by Maher, regarding this whole episode.

Q. Okay. (pause)

Q. Now, after that particular altercation in prior to the 10th of February when Maher came in to this office, do you remember Maher coming into the office?

A. After that first altercation-

Q. After the altercation--

A. Prior to the 10th?--

Q. And before the 10th--

A. No, no.

Q. So there was kind of a lown off.

A. Right. There was a lown off where I don't remember that he even called the office. My, ah I personally didn't talk to him on the phone.

Q. Okay.

Q. Did you get any kind of indication from the Chief or did you talk to the Chief about Maher calling him? Saying that he wanted you out?

A. No, the Chief never told me directly, yet. Ah, you know, the Chief never communicated anything directly to me. Ah, the following Monday, the 1st of February, I came to work, Sam called me in the office, again this is kind of his speaking about this phone calls from Maher and told me that ah, that I was not to be in the Chief's off--, oh that I was not to be in Public Affairs and that any, that any Public Affairs related inquiries were to go either refer to Public Affairs or to him directly, that I was not supposed to be there. Shortly, thereafter, I had found out that my

stuff had been moved out of the Public Affairs Office and she, ah she's further indicated me that I'm not supposed to be over there, according to somebody. And that was ah, during the course of the next to weeks prior to the 10th I had about probably three or four conversations where Sam had called into his office and kind of giving me updates about all what's going on. And basically, his updates were about ah, I remember distinctly ah, maybe a week later, it might have been the following Monday, it would have been about ah, Monday, the 8th of February this is an estimate, Sam called me in his office and told me that Maher wanted me out of the Chief's office.

Q. So, it was more than that several times that he had received these phone calls and had had this request from Supervisor Maher--

A. Yeah, yeah. I, I'm not really clear where that information was coming from. If Sam was getting the calls or the Chief was getting them and then relating them to Sam, where this information was coming from, I just know that Sam was the person who would advise me or update me on what's going on. And he updates were, you know, were coming a couple of times a week and Sam told me he wanted me out of the Chief's Office, that Maher wanted me out of the Chief's office because I was a leak to the POA. This is the exact words, because I was a leak to POA. And then one of the times Sam said because of my ah, relationship with the POA and Trigueiro.

Q. Did, no..the time that you have been in this office, under this Chief, or even under Chiefs before this, have you ever known a supervisor to be making demands regularly on the Chief of Police about where a personnel should be assigned?--

A. No.

Q. Prior, prior to this?

A. No.

Q. Did anybody else other than Sam Craig would tell you that Supervisor Maher wanted you transfer out of that office?

A. No.

Q. And would you say, in your tenure up here in regards to other supervisors, ah, say since Chief Ribera has been there, do you recall any other supervisors being here in this office announced or unannounced or, or ah, to see the Chief?

A. No.

Q. And that would be this three month period?

A. Right.

Q. Okay.

Q. What was your impression of Maher's interference in this, I mean you are the one that literally was, that he was trying to hang out to dry. Being that you were that party, lookin at it now and reflecting that kind of, what was your impression of what he was doing and did you feel it's appropriate?

A. (sigh) You know, my impression, I, I was really I have really mixed feelings about it. My impression was I was being targeted and I couldn't figure out why, I mean, this is, this is very flattering to my ego that I think that I did such a good job. And that Joanne felt threatened by my presence um, and if, if she was and she was seeking her boyfriend, the supervisor on the --, well, that was my impression, I mean that's what I thought was happening.

Q. Did you f~el that it was Joanne's boyfriend who was coming here speaking or did you feel that it was a person that's a member of the Board of Supervisor that feels he'd willed a little power.
A. Well, I think it was, it was one, he was wearing both hats. He was, he was acting on behalf of his girlfriend that I think obviously being supervisor in this city he was trying to willed a little power. I think he was trying to, to flex his muscles I mean he had made his presence of himself for three months and now he had the opportunity to really see how far he'd go. I feel like I'm, I'm kind of a real ah, you know, I'm kind of a non-entity of this whole thing and it's just a big power trip. It's a power trip between this supervisor, politician and the woman that he's seeing. But I think that it was, you know, that the issue was, was a personal issue, her being threatened by me and their relationship that I had feel that once you get pass the issue his attempt to have me taken out of the Chief's office were being done strictly as, as a political figure and somebody with some view points. And that's what I thought that, that he was doing and you know, I think you don't need me to tell you that it's, it's a, it's completely unethical, it's completely ludicrous and it's sad. A year and a half I've never seen any of, of eleven supervisors come up here for anything. And when they call it's very rarely, and it's usually something to do with either budget or the crime situation or something in relative ah and relevant to ah, quality life in San Francisco.

Q. Is it usually a staff person that would call for that supervisor to another direct call from supervisor?

A. Exactly, exactly. Yes, Supervisor Alioto has Reg Smith, there's a person who works in Barbara Kaufmann's office and it's always somebody on staff that calls here.

Q. Are the phone calls that you received ah, from Supervisor Maher since you've been there, have they been from staff people or direct from Supervisor Maher?

A. Always been him.

Q. Always been direct?

A. Always been him.

Q. Did Officer Welsh ever tell you that she felt uncomfortable and that you ah, may have been in the position with helping her in her office at any time?

A. Not at all.

Q. Not al all?

A. Never a clue.

Q. Never a clue?

A. No.

Q. And, and that was never related to you from her?--

A. No.--

Q. Or anybody else?

A. No. No. No, but the only indication or, or, or feeling that I ever received was ah, right after Joanned returned from vacation, while she was gone I had gotten involved with ah, conducting the press conference for this Tenderloin Revitalization Project. And

Suzanne London from San Francisco SAFE approached me cause we were working together and Lt. Ryan, John Bisordi, we will have this major press conference in Tenderloin which is going to occur the 2nd of February. And Suzanne London came up to me and asked me if

a problem coming to me for this or should she be going to And I felt so comfortable and so at ease and I told Suzanne no, this is something that I had started working on when Joanne was gone, I was there from kind of ground level and that, that Joanne and I are now working together. I know that was always my feeling that we were working together. That it was a cooperative, she and I ever-

Q. And there were some calls from Joanne while she was on vacation back to you directly?

A. Yes.

Q. Okay. And were any of those calls ah, ah of negative nature?

A. Not at all.

Q. And she, what was the discussion?

A. She called, I guess she called Monday night which, going back to my calendar here, would have been, would have been 9th, Monday, I'm sorry, Monday, the 11th of January, she called from Hawaii ah--

Q. To the office here?--

A. To Public Affairs Office, I, I was gone Monday during the day, I'm sorry. Real, real casual, real friendly, how's it going, and it was ironic because Monday was real busy, there was just a lot of, a lot of activity over there. I had been on the radio, I had been on the T.V. and all in a half a day. And I was really

excited about working there. We had this great conversation and she asked me if I would, um, deposit her paycheck the following day. Would I do her a favor and deposit her paycheck and I told her no problem. She gave me her account number, the following day, her check came, I went with Lt. Barretta to Market Street to Citicorp Bank and deposited her check.

Q. Did she ever tell you that ah, she was comfortable or happy with the working relationship that both of you had dealing with that office?

A. No. I don't, I don't think she ever, you know, verbalize or said anything, you know positive, but I, I kind of, you know I think I intended, I was kind of taking a lead as far as you know telling her that or telling her how I could see things had improved over there, how I saw things coming and the week prior to her little temper tantrum after our first staff meeting of the distinction of was made in our roles, we're actually talking intensively to the side of it. I was gonna handle all of the officer recognition ah, public appreciation, and the certificate of appreciation. I was gonna handle a lot of PR stuff, and she was gonna handle all of the current events stuff, all the, you know, the criminal activity ah, request for information, and stuf to do with ah, you know, with administrative of the department from the Public Affairs point of view. And telling you honestly it was, it seemed like a very cooperative effort until that Thursday afternoon and when she had a fit and I would have neve sensed of any--

. Anything else [illegible] .

. Yeah, just one. Carl, before we end ah, your interview ah, is here anything else you want to say in regards to the questions or he questions that we asked you or the questions that we didn't sk you in regards to this ah, this ah part of your interview?

. No. I think you covered it all and some.

. Okay.

. Okay?

Okay. Great. We'll end this interview at this time, same hree parties present and the time is 4:44.

INTERVIEW OF

LIEUTENANT SAM CRAIG

HUEGLE: Today's date is the 25th of February, 1993. We're presently at the 5th floor of the Hall of Justice, 850 Bryant Street. I'm Inspector Bob Huegle. Officer Sandi Bargioni. We're both from Special Investigations Division, San Francisco Police Department. Also in the room with us is Lieutenant Sam Craig of the, Chief Ribera's staff.

Sam, if you can briefly tell us, how long have you been on the Chief's staff and what your duties are right now.

CRAIG: I've been on the Chief's staff since November, when the Chief was appointed Chief of Police. My current duties include supervision of all members of the staff, which includes the Chief's secretary, three other Q-2 Police Officers who are Chief's Assistants, and also one other clerical that's assigned to the Chief's Office; as well as the Public Affairs Office, which includes the clerical person and one sworn member, apparently that's assigned to that office. I'm also responsible for coordinating several projects that the Chief has instituted--Career Development, Lateral Transfer, just numerous other projects that are ongoing projects that I monitor to keep the Chief abreast as to their status and what's going on with them.

HUEGLE: Your basic hours are . . .

CRAIG: 9 to 5.

HUEGLE: And anything else in between, and over . . .

CRAIG: And anything else.

HUEGLE: . . . and over that. Going back to, we'll start with maybe one day here, February 10th of 1993. Were you working that day?

CRAIG: Yes.

HUEGLE: Okay.

CRAIG: I was working. I had a meeting to attend around 3:00. And I left to attend the meeting and I didn't return that day, 'cause the meeting was up until about 5:30, 6:00.

HUEGLE: Okay. Were you at work the following day?

CRAIG: Yes.

HUEGLE: Okay. When you came back to work the following day, was, were you made aware of any situation happening that date that you left with Supervisor Maher?

CRAIG: I was made aware that that was, that Supervisor Maher had came over and was in the Chief's office and there was a verbal confrontation at first, and then I was advised that the Chief basically had thrown him out of his office. Later the Chief explained to me exactly what happened in terms of the verbal argument. I can't recall exactly what the argument, exact wording of it, but I do recall him advising me it was in regards to Joanne and transferring Carl Tennenbaum from the staff, and at that point the Chief telling me that he, vaguely I remember him telling me that he had told Supervisor Maher to get out of his office. And if he didn't leave his office, he would have some officers come up and arrest him.

HUEGLE: Okay. Did, from that day, say, February 11th, did you receive any phone calls from Supervisor Maher?

CRAIG: No, I didn't.

HUEGLE: Okay. When has been your last contact with Supervisor Maher? That you can remember?

CRAIG: My last contact with him, by phone?

HUEGLE: Or in person.

CRAIG: You know, I can't remember if it was sometime during the first week in February. I know I received a phone call the last week at home from Supervisor Maher. And I can't recall if I saw him in person after that. I know I didn't receive another phone call from him. But I can't recall if I saw him over here at the Hall or anywhere else after that.

HUEGLE: Can you remember approximately when that, that call was at home you were saying?

CRAIG: Yes. The call was at home and it was roughly around the, it was the 27th, 27th/28th, somewhere around in there.

BARGIONI: Was it before or after Joanne getting very upset at you and the Chief in the Chief's office?

CRAIG: It was after Joanne had gotten upset.

BARGIONI And that was the 29th of January?

CRAIG: Yes.

BARGIONI: Do you remember if it was that same day or evening? Or a couple of days after?

CRAIG: You know, I think that, think it happened, if I remember correctly, Joanne got upset on a Thursday or a Wednesday.

BARGIONI: The 29th. If it's the 29th of January, if we have the date correct and it's the 29th of January, that would be a Friday.

CRAIG: Yeah, because I think she wrote the letter on the, to the Chief, on the 28th.

BARGIONI: Okay.

CRAIG: I can't remember exactly.

HUEGLE: Okay.

CRAIG: I think that's about right, though.

BARGIONI: I can tell you. It was written on the 29th.

CRAIG: Okay. So I got, the phone call I got was the, it was either the same day, I believe it was the same day that Joanne blew up with the Chief.

BARGIONI: Okay. So it would have been the 28th.

HUEGLE: And that was in regards to a meeting in the Chief's office with Officer Welsh, yourself, and the Chief?

CRAIG: Exactly.

HUEGLE: Anybody else present?

CRAIG: Carl came into the office, roughly about three minutes after we, Joanne, myself, and the Chief was in there talking. And the Chief, Carl came to the door, and the Chief told him to come on in as the conversation was also about him also.

HUEGLE: Okay.

CRAIG: And when he, Carl came into the office, he sat down and the Chief started explaining what he was going to do in terms of the Public Affairs office, which was to advise Carl that he was not, he was not going to be working over in Public Affairs and that Joanne would be working in the Public Affairs office by herself. Joanne got upset and basically made some loud comments about you guys aren't listening to me, something to that effect, and stormed out of the office. The Chief asked me to go and check on her and make sure she was okay and try and calm her down.

HUEGLE: Uh-huh.

CRAIG: I came over, went over to the Public Affairs office. And basically she wasn't that responsive. She just continued to repeat that we were setting her up and we wasn't supportive of her.

HUEGLE: Uh-huh.

CRAIG: And she just kept repeating that and then she told me she was leaving.

HUEGLE: Okay.

CRAIG: And I went back to the Chief's office. The Chief was still talking with Carl. And, you know, Chief was visibly upset, in my opinion at the time, and I stayed around with him for awhile.

HUEGLE: Uh-huh.

CRAIG: And then we all eventually left.

HUEGLE: Okay.

CRAIG: When I arrived home, I was eating dinner, somewhere around 8:15, 8:30, I guess. My phone, telephone rung. It was Supervisor Bill Maher and he was explaining to me the situation in regards to Joanne being in the Public Affairs office and what needed to happen with Carl and that Carl had needed to be transferred. I advised him that Carl was not working in Public Affairs. He said, I mean transferred off the Chief's staff, he needs to be transferred from the 5th floor. And I said, well, I'm not going to discuss this, and I'll talk with the Chief tomorrow morning when I arrive at work. And there was some comments about, you know, if you guys want a war, we can, you know, go to war.

HUEGLE: Uh-huh.

CRAIG: So the next morning I came in and advised the Chief of the conversation that I had had with him.

HUEGLE: Was that the last call?

CRAIG: That was the last call that I received at home.

HUEGLE: Okay. At home.

CRAIG: And, you know, I don't think I received another call at work.

HUEGLE: Okay. Possibly, but that was the last one at home.

CRAIG: Yeah, that was definitely the last call at home.

HUEGLE: Do you know how he got your number, Sam?

CRAIG: Well, all our phones, we have a . . .

HUEGLE: The sheet with all your names and phone numbers on it?

CRAIG: With all our numbers on it.

HUEGLE: Okay.

CRAIG: So many people have that number, I, you know, but that, I know that's, that, well, you know, I take it back, that would have had to have been the only way he could have gotten it unless he got it from the Department. Because that is a, that's a relatively new number for me, since 1990.

HUEGLE: Okay.

CRAIG: Because I had moved in this place in '90 and my old number that most people over at City Hall, etcetera, would have had had been changed.

HUEGLE: Okay. Let me bring you back to that converation a little bit. Did he mention the word war, or something to that effect?

CRAIG: It was, it was something to that effect. It was, this is our team . . .

HUEGLE: Uh-huh.

CRAIG: . . . and we put this team together and if the team is not going to be this way, then we'll just have to go, we'll go to war, if you guys want to fight. It was something to the effect that if you want to fight this or make a big deal out of it, we can do that.

BARGIONI: Let's just talk about that for a minute. You said Maher actually came out and in effect said, this is our team and we put the team together. Who do you think he meant by we?

CRAIG: I think when he said we, I think he was speaking of himself, Joanne; I think he also was speaking of me, Rose, the Chief and the Mayor.

BARGIONI: So he considered all of you to be a team together, including himself?

CRAIG: Yeah, I think that's the way he saw it. But I also felt that he saw it much more so in terms of his input, because he had mentioned that, not on that night but on previous times, he had mentioned that it was him that made it possible for the Chief to get the job.

BARGIONI: Do you recall when he said that to you? We really want to try to narrow that down.

CRAIG: In terms of the date?

HUEGLE: Well, first of all, let's start, are they telephone call conversations, Sam?

CRAIG: Both, telephone and in person.

HUEGLE: Okay.

CRAIG: There was one time here at the Hall.

HUEGLE: If you can remember approximately, when was the first time? Let's start with that. That that came up.

CRAIG: In terms of putting the team together? The first time, I would say, was sometime in, sometime in mid to late November. It was before Jerry Senkir left the unit. I do remember that.

HUEGLE: Was it prior to the Chief being appointed?

CRAIG: No, the Chief had been appointed.

HUEGLE: Been appointed. You were down here on staff.

CRAIG: I'm down here on staff.

HUEGLE: Jerry Senkir is still in Public Affairs.

CRAIG: Right. And I remember him being in Public Affairs because I talked to Jerry about him staying in Public Affairs. Because I wasn't sure at that time whether we were going to have two people in Public Affairs or one. I knew Jerry was there; I knew Jerry knew the job.

HUEGLE: Were you comfortable with that, Sam, with Jerry there and doing that job that he had been doing?

CRAIG: With Jerry? Oh, yeah. Not because I've known Jerry for years, but I've worked with Jerry in the past and, you know, I had no, you know, in fact, I wasn't even aware that Jerry was going to be transferred until later on when it became evident to me that, basically, Joanne and Supervisor Maher wanted him out. And that was when I really became aware that Jerry was going to be transferred. Up until that point, I thought Jerry was going to remain in the unit.

HUEGLE: Okay. You talk about Supervisor Maher wanting him out. Was that the first incidence, you feel, that Supervisor Maher was at that point trying to influence some decision within the Police Department?

CRAIG: Yeah.

HUEGLE: How did that come about, if you remember?

CRAIG: I remember being in a meeting, not in a meeting, in my office, and Supervisor Maher came down. And I don't know if he came to see the Chief or not, but, you know, I was in my office and he came over into my office and we were talking. And the conversation came up about the good old boys in terms of who's operating what and we got to make sure that we protect the people that have been put into position. For example, he mentioned Barbara Jackson's name, excuse me, Barbara Davis's name, and the people that had been assigned to work with her, and we needed to make sure that we watch her. And I remember distinctly saying, I'm not worried about Barbara because Barbara can help herself, so that wasn't a concern of mine.

HUEGLE: Uh-huh.

CRAIG: And I knew, and still know, quite a few of the investigators in General Works and my opinion was that they were all professionals and I didn't feel that they would do anything to any lieutenant to discredit that person, whether it was Barbara or another, male, white or otherwise, you know, in that unit.

HUEGLE: Uh-huh.

CRAIG: So it was all these conversations around that and then it would lead to Joanne in terms of it wasn't fair to leave Joanne in a position with Jerry still being there because the situation that Joanne had been in with males in the Department, and the term he was using, the good old boys in the Department, working with them and not knowing whether they were being supported or not. And it wasn't going to end, he said he wasn't going to work with Joanne in there. The one thing that sticks out in my mind with him is that he always referred to her as, I have to protect my girl. And you have to work with her a little different than you do the boys, because you and I can be in a meeting and we can talk and we know exactly what's going on. But when she's saying certain things to you, you have to look at it differently. And my feelings and thoughts was, wait a minute, this is the person that's in charge of Public Affairs, this is a police officer, that person's in charge, I expect that person to carry out the duties of that office, notwithstanding whether it's male or female. If they're in charge, they've got to carry those duties out, as far as I was concerned.

HUEGLE: At that point were you aware of a personal relationship between the two of them, Sam?

CRAIG: I became aware of the personal relationship early on when it was mentioned in the news media.

HUEGLE Okay. That was the first time you kind of . . .

CRAIG: Yeah. Prior to that I didn't know they were seing each other.

BARGIONI: When was the first time? I'm sorry, I missed it.

CRAIG: When, I guess it was right around the time the Chief got appointed. Because it had my name in the same article as being appointed as Chief of Staff and it had Joanne's name and, you know, there was something about Joanne being the girlfriend of Supervisor Maher. I'm trying to think of who it was who wrote that article.

HUEGLE: Just one of the articles in the inside, one of those things in the paper, right?

CRAIG: Yeah, one of those, yeah.

HUEGLE: To jump you back into that meeting with Maher, basically talking about, say, Barbara being down in the General Works Detail and we have to protect our people. Did he specifically mention any names of certain people in certain positions? At that time, with you, with that same first meeting?

CRAIG: Yes. He mentioned, you know, names like, you know, it's, the reason you guys are here, you know, made it seem, the reason you guys are here is because of Joanne. And Joanne knows the players, she has a real good insight of what's going on on the 4th floor and what's going on on the 5th floor, and she can pick up things real quick and easy. Then he would say something like, while Sister Rose, speaking of Rose Melendez, wasn't quite as adept at picking up the political ends of maybe what was going on. And, you know, the statement, he made the statement that the reason you're here and Rose and Joanne is because of what we were able to put together. And when he said what we were able to put together, I specifically felt he was speaking of what he and Joanne was able to do in terms of negotiating.

BARGIONI: Negotiating what? For your jobs or negotiating for the Chief's job?

CRAIG: I think with the Chief's job.

HUEGLE: Did he ever directly say that he was able to get the Chief the job?

CRAIG: Yes.

HUEGLE: Okay.

CRAIG: Not once, but numerous times.

HUEGLE: Numerous times. In person to you, Sam?

CRAIG: In person and on the phone, both.

HUEGLE: At home on the phone?

CRAIG: At home on the phone.

HUEGLE: At work on the phone?

CRAIG: At work on the phone.

HUEGLE: In person.

CRAIG: In person.

HUEGLE: I got the Chief the job. Would it be fair to say . . .

CRAIG: Yeah.

HUEGLE: Did he even say more than that in regards to other personnel, other than Joanne, got certain jobs for within the Police Department?

CRAIG: Well, I mean, he would make the comment that I wouldn't be in the position I was in if he hadn't supported the Chief in getting the job.

HUEGLE: Or anybody else on staff.

CRAIG: Or in, yeah.

HUEGLE: On, say, Chief's staff.

CRAIG: Chief's staff. Also in other units.

HUEGLE: Okay. What, who . . .

CRAIG: You know, Marvin, Marvin Dean. Pretty much a number of the people that were moved around. I mean, the names that he always mentioned, though, was Joanne, Rose . . .

(END OF TAPE, SIDE 1)

HUEGLE: Side two of the same tape. Same three parties are present.

He would also, he would always mention Joanne, Rose, yourself to a lesser extent, and anybody else?

CRAIG: And the Chief.

HUEGLE: And the Chief. Did he make, could you, be a little, or your memory of that, numerous times you're saying he would say that to you. Would anybody else be present when he'd say that to you, Sam?

CRAIG: No. We generally, if he came over, he would be in my office and my door may be closed, it may not be closed. Or it was on a conversation I had with him at home on the phone.

HUEGLE: Uh-huh.

CRAIG: I know I only spoke with him at home on the phone three times.

HUEGLE: Three times.

CRAIG: Yeah.

HUEGLE: The last one we talked about, right?

CRAIG: Right.

HUEGLE: Was that conversation.

CRAIG: Right. The first time was when he called me, discussing about Jerry Senkir. That was before Jerry was transferred out of the unit.

HUEGLE: Okay.

CRAIG: And one other time when he called me discussing about Joanne working so much and not putting overtime in. And I remember telling him, I told Joanne if she's working overtime that she can submit the overtime card for compensation if she working overtime. I can't make her submit an overtime card, though, if she works. I can only, you know, approve it, if she's working, I can approve the overtime. And I remember telling him, if she's going to work overtime, she should let me know that she's going to be working overtime and then we can, you know, I can deal with that. But if I'm not aware of it, there's not anything I can do. Because I'm not going to make up any overtime cards and sign them and say here, sign these, that's not, one, it's not proper, and two, I can't, legally I can't do it. And I'm not going to get myself in trouble to, you know, submit an overtime card for someone else.

HUEGLE: Uh-huh.

CRAIG: So I, you know, that was one of, that was, like the second phone call I got. And the third one was when he was demanding that Carl be transferred.

HUEGLE: Okay. The first one was at home.

CRAIG: Uh-huh.

HUEGLE: And that conversation was in regards to what?

CRAIG: That conversation was in regards to more around Jerry Senkir.

HUEGLE: Did he, could you . . .

CRAIG: It was more or less, Jerry has to go.

HUEGLE: Okay. He say that to you?

CRAIG: Yes.

HUEGLE: Did he say that he was going to get Jerry out of there?

CRAIG: No, he never said that. He just kept saying that you guys got to do something about Jerry. He has to go.

HUEGLE: He has to go.

CRAIG: Yeah.

HUEGLE: Because of why?

CRAIG: It was, the reason that I interpreted, was because Joanne needed to be in charge. He never would just come out and say that Joanne needed to be in charge. But the only reason I could gather was that Joanne didn't feel comfortable working with Jerry. And if Jerry was still there, Jerry was going to be in charge.

HUEGLE: Okay. Did she ever tell you she was uncomfortable or didn't want Jerry in there?

CRAIG Yeah, I think she did.

HUEGLE: Okay.

CRAIG: I'm trying to remember when, but I, you know, she did approach me, you know, regarding it.

HUEGLE: Did she want to run the office herself?

CRAIG: She never came out and said she wanted to run the office herself. But she did come out, she did discuss Jerry being in there and how it wasn't working, wasn't going to work with the two of them.

HUEGLE: Okay. Did the Supervisor mention that he was going to talk to the Chief about getting Jerry Senkir removed? If you can't do it, I'll go to somebody else, or anything to that effect, Sam? On that first issue, say.

CRAIG: You know, he may have, I can't really remember. But he may have. There was a lot of discussions around Jerry being taken out of that office.

HUEGLE: Okay, sure. Was there any more discussions with Supervisor Maher about that? Jerry being taken out of that office. After that initial call to you in the evening from Supervisor Maher to you.

CRAIG: I may have talked with the Chief about it.

HUEGLE: Okay. But I mean . . .

CRAIG: But I didn't talk with Supervisor Maher any more . . .

HUEGLE: Supervisor Maher any more about that issue.

CRAIG: No.

HUEGLE: Okay. Second phone call at home comes approximately when?

CRAIG: The second one came around, you know, it was somewhere around the early part of January, either, you know, I remember when it was, it was right after they came back home from vacation.

HUEGLE: Okay. Because the vacation was from, say, January . . .

CRAIG: It was January . . .

BARGIONI: 11th.

HUEGLE: 11th. That means she came back on the 19th, a Tuesday, or something like that. They had the holiday.

BARGIONI: The day after Sunday was a holiday.

CRAIG: Right. And it was somewhere around either the 19th or the 20th, because I remember him calling and discussing with me that she had worked that Friday night before they were supposed to leave, up until like 2:00 in the morning or something.

HUEGLE: Uh-huh.

CRAIG: And that, that whole conversation, though, was around her working and not being compensated for it.

HUEGLE: Okay. That call comes in the evening at home again?

CRAIG: Yeah.

HUEGLE: Okay. What was that conversation about, Sam? What you can remember about it.

CRAIG: It was primarily about her working overtime.

HUEGLE: Okay.

CRAIG: And the overtime . . . It was the overtime.

HUEGLE: Any other issue at all, maybe?

CRAIG: That was pretty much it. I mean, there was some discussion around, you know, how things were going in the Department and what we were working on.

HUEGLE: Uh-huh.

CRAIG: But in terms of any, you know, around Joanne that, it was strictly around the overtime. He didn't mention anything about Carl working in the office. Or, you know, anything else in terms of whether or not Carl was going to be over there on a full-time basis or that matter.

BARGIONI: Sam, during this . . .

CRAIG: He did tell me, though, that I needed to have a staff meeting with my staff. And I remember saying, hey, you know, I have staff meetings with my staff. I don't, you know, and I remember saying I don't feel that there is a need to necessarily have a meeting just to be having a meeting. If you're not really going to be discussing something.

HUEGLE: But he basically asked you to have a staff meeting of your people to do what?

CRAIG: To, basically, discuss some of the problems that we were having.

HUEGLE: Okay.

CRAIG: And what he perceived as problems. Which, at that time, I didn't know what he was talking about, because Joanne had been gone for a week. And actually everything on that end had been running pretty smoothly, in my opinion.

HUEGLE: Right.

BARGIONI: Sam, when he would make these calls to you, did you feel the calls were out of line?

CRAIG: Yeah.

BARGIONI: Did you express that to him at all?

CRAIG: Well, I told him, I told him once that, you know, I manage the way I like to manage, and I have my own management style, and I take everything and evaluate it before I make a decision on what I'm going to do.

BARGIONI Did you feel he was interfering with the performance of your job?

CRAIG: In some ways, yes, and in some ways, no. I mean, I basically got to a point where I ignored him.

BARGIONI: Did you feel he was trying to interfere?

CRAIG: I felt that he trying to convince me to do what he wanted me to do, when it meant, when it came to moving, putting a person in a certain place. For example, with Carl I felt that they wanted Carl out of here a lot quicker than what I may have wanted to do. In fact, to be quite honest, I wasn't going to move Carl.

BARGIONI: And when you . . .

CRAIG: I didn't see any need to move Carl.

BARGIONI: When you kind of come back to him with your response that you have your own style and you're going to do it your way, would he respond to that at all?

CRAIG: I can't, I can't operate that way because that's fine for, if I'm at a table with a lot of boys because we know how to do that because we've been doing it. But you got to remember my girl doesn't know how to operate that way. She hasn't been in that arena. And it was, you know, his girl . . .

BARGIONI: Yeah.

CRAIG: . . . was, became the focal point. And when he would say his girl, I just, it got to a point where I just started saying this is not really about the job, this is about a personal issue.

BARGIONI: Uh-huh.

CRAIG: And, you know, he asked me if I would talk to Joanne. I said, sure, I'll talk to Joanne, I'll talk to her tomorrow. And, that Tuesday, I don't think Joanne came in that Tuesday, I think she came in that Wednesday from vacation. And I did talk to her then. And I had a staff meeting that Thursday morning which I had already previously set. And in the staff meeting I told, explained to them how I wanted the press office to operate and who was going to work in the press office.

BARGIONI: Can you remember what you said?

CRAIG: Yeah. I told them that Joanne is the Public Affairs Officer. When Joanne is not here, Carl will assist her. So if Joanne is on vacation or SP, etc., then Carl would be responsible for making sure everything was still operating in the press office. And, in the meantime, Carl was still working on a couple of projects that he had started working on the week while she was on vacation. And he wanted to finish up those projects. Which, to me, I didn't see a problem with that because he had already made all the contacts with the people involved and if he had turned it over to Joanne, he was going, not only was the project going to be delayed, but it would mean that everybody would have to get together again and re-go over everything that had already been done, you know, in terms of getting press releases out again. And it just really wouldn't have made sense to do that. And in the staff meeting, Joanne didn't express any concerns that she felt that that was a problem, that she would have a problem working with Carl in terms of assisting. So Carl later on moved some of his personal stuff over there. And no comments or complaints were made to me until, actually, that last week of December.

BARGIONI: Last week of January?

CRAIG: Of January. The last week of January, Joanne started complaining about it wasn't going to work because Carl was doing interviews and he shouldn't be doing them, and she should be doing all of the interviews. And I think Bill came over that week, I'm not sure, but I think he did come over to the Hall that week. And that was prob-, really I think that was the first time that it came up that Carl needed to be removed from that office.

HUEGLE: He first asked that Carl be removed from the office. His other request, demand, or whatever we want to call it, was that he be removed from the Chief's Office totally.

CRAIG: From Public Affairs.

HUEGLE: From Public Affairs.

CRAIG: And then, later on, it was not from Public Affairs but from the Chief's staff completely. Actually it was from the 5th floor.

HUEGLE: Could he say, did he say to you he could do that?

CRAIG: Well, he didn't say he could do it, do it, or have it done. He said, but it, I distinctly remember a threat in terms of if you guys don't do it, then I'm not going to continue supporting you.

HUEGLE: Did he take it further than that? What he would do or not do for you?

CRAIG: You know, I remember his saying something to the effect that he wouldn't support the Chief on the 4/10 plan.

HUEGLE: He wouldn't or would?

CRAIG: He would not.

HUEGLE: He would not.

CRAIG: He would not support the Chief on the 4/10. And he was going to discuss something with the Mayor about Carl's behavior or something in Public Affairs.

HUEGLE: Had he ever mentioned to you in those conversations in person or on the phone saying about, like he was talking about discussing something about Carl with the Mayor, that he would just say he would talk to the Mayor in regards to any of these things he's talking about with you, personnel matters, to get them changed or to influence them in any way?

CRAIG: Not that I recall. With me it was more, if you guys don't do this, I can make life miserable for you, politically.

HUEGLE: Did you feel that as a threat?

CRAIG: I felt it as a threat. And the reason I felt it as a threat was because I remember coming in the next day and saying to the Chief, this is the conversation I had with him and if you want to continue in the role of Chief and deal with this or fight this or whatever we have to do, fine, I'll support you because I, you know, we need to do that. And we need to be supported. But if we're not going to run, and I didn't use the term run the Department, but I distinctly remember saying to the Chief, we got to do something, because I was getting at a point where I was getting tired of him.

HUEGLE: Uh-huh.

CRAIG: I knew the Chief was getting tired, because a lot of times when I saw him, I would intercept him before he got to the Chief.

HUEGLE: Okay. So sometimes he wouldn't get to see the Chief, you would talk to him. And also, would it be fair to say, after he talked to the Chief he'd come back out and he'd talk to you?

CRAIG: Yeah.

HUEGLE: Okay.

CRAIG: But a num-, I know a number of times I intercepted him before he got to the Chief because I knew the Chief didn't want to see him. And I was able to get him into my office and talk to him. And then by the time I'd finish with him, the Chief had left.

BARGIONI: Did he ever directly or even indirectly say that if this didn't get accomplished, he'd have the Chief's job?

CRAIG: He may have said it indirectly. I can't remember if he said it directly or not.

BARGIONI: Can you tell me . . .

CRAIG: There was a number of threats he made . . .

BARGIONI: Okay, why you think he may have made it directly or how it may have been said?

CRAIG: Well, the reason I, the reason I say that is because there was always comments around I'm the reason he's Chief of Police.

BARGIONI: All right.

CRAIG: And if I don't support him, he won't be there.

HUEGLE: That's done numerous times.

CRAIG: Yeah.

HUEGLE: And even to you, that in your position, the reason you're here, lieutenant, is because of me?

CRAIG: Uh-huh.

HUEGLE: And specific other names that we've talked about?

CRAIG: Rose . . .

HUEGLE: Rose, I mean, personal staff and also on certain lieutenants who are in the Police Department?

CRAIG: Exactly.

HUEGLE: Did he mention even other positions that he has influenced to you directly or indirectly?

CRAIG: No.

HUEGLE: In the Police Department?

CRAIG: No.

HUEGLE: Okay. How many, did you complain to the Chief about his behavior with you? Or what you perceived as, you know, this interference?

CRAIG: I complained, I complained after that last phone call I got at home. And I complained then because I, for me Carl had, I, along with the Chief, had put Carl over there to do a job, and I felt Carl did what his job was. And I was getting at a point where I didn't like someone else coming in telling me how to run my staff.

HUEGLE: Sure. Did you ever mention that also to Officer Welsh in regards to . . .

CRAIG: I remember telling her to tell Bill to back off.

HUEGLE: Okay. More than once?

CRAIG: A couple of times.

HUEGLE: Okay. Back off. And what did you mean by him backing off?

CRAIG: To stop interfering with the way we were operating, you know. Because she, at one time she said she had told him to stop doing certain things.

HUEGLE: Anything specific, Sam?

CRAIG: Well, like, coming over and meeting with the Chief. Or coming over and discussing, the 4/10 plan is one that really comes to mind. It was, you know, almost like he was going to be the one that could come up and resolve it.

HUEGLE: This whole issue.

CRAIG: Yeah, the whole issue. And the one issue I do remember telling her to tell him to back off on me was her working overtime. 'Cause I told her, if you want to work overtime, that's, you know, I can't make you put the overtime cards in.

HUEGLE: Uh-huh.

CRAIG: But he's telling me that you made the overtime and, you know . . .

HUEGLE: Would that be in regards to pay or just compensation?

CRAIG: Yeah, either one.

HUEGLE: Either one, it wouldn't matter.

CRAIG: Right.

HUEGLE: Okay.

CRAIG: 'Cause he didn't know which way it could go anyway.

HUEGLE: Uh-huh.

BARGIONI: When Maher would come into the office and have conversations with you, did you feel he was interfering then as well as during the telephone conversations to your home? Or was his demeanor a little bit different and it would be more chit-chat kind of stuff about which he spoke to you?

CRAIG: It would be more chit-chat, much more so. You know, because at first I didn't see as so much interfering with what I was doing. Whether he was interfering with what the Chief was doing, I don't know. But what I was doing at that time, I didn't think it was interfering with me. Because I had learned how to more or less block him out of my mind. I mean, he could come in and sit down and talk and everything he would say to me would like go one way and just keep going. But that time that I got the most irate was when he called and not asked but was demanding that Carl Tennenbaum be transferred from the Chief's staff and off the 5th floor.

HUEGLE: Did he ever make any other demands of you, Sam? Or you just shined him off or said there's no way and that that can't be done or anything like that?

CRAIG: Well, there was, you know, demands about staff meetings and wanting to be included. I mean . . .

HUEGLE: For him to personally be included in the staff meetings?

CRAIG: Yeah, let him know when I was going to staff meetings.

HUEGLE: And he would like to be there? With the Chief's staff?

CRAIG: Right.

HUEGLE: Did he ever do that?

CRAIG: No, 'cause I didn't let him know when my staff meetings were.

HUEGLE: Right. But he asked to be part of that, the staff meetings with your staff.

CRAIG: Uh-huh.

HUEGLE: Approximately, in the three months, how many times would he have been in your office? Approximately.

CRAIG: Five to six, maybe.

HUEGLE: Okay. Would some of those just be if he didn't get to see the Chief or you intercepted him and he would just see you?

CRAIG: Uh-huh.

HUEGLE: Some of those would also be after, maybe, a meeting with the Chief?

CRAIG: Yeah, it was.

HUEGLE: Approximate, would he call you much in the office?

CRAIG: I think I got, maybe, four or five, six phone calls.

HUEGLE: Directly from him?

CRAIG: Yeah.

HUEGLE: Usually not a staff person would call first from his office?

CRAIG: No, no, it was always him.

HUEGLE: Okay.

BARGIONI: And were these calls to you or calls where he was asking for the Chief?

CRAIG: No, it was, it was to my direct line.

HUEGLE: Okay. Would he come in, other than those times in the Chief's office, just to see Joanne?

CRAIG: There may have been times, I can't say for certain. I only know of maybe one time that he and Joanne, because I was leaving the building, or was I coming, no, I was coming in, and the two of them was pulling out. And that would be the only time that I could say something for certain. Other

CRAIG: (cont.) times, because of where her office was at, they, he may have came over to see her and then came around to the Chief's office or something. I couldn't definitely say that he came over specifically to see her.

HUEGLE: Okay.

BARGIONI: Looking back on it, with everything that you've given us today, over the last three months, how would you describe what you think Bill Maher saw as his role in regards to the Chief's Office? Did he see it strictly as a professional role, an open-door policy, what?

CRAIG: I think he saw his role more as a open-door advisor, I'm, as an advisor I'm going to teach you or show you how to operate a department or an organization.

BARGIONI: Do you know if he, in fact, has ever operated an organization?

CRAIG: Not to my knowledge, you know, I mean, he may have had some input into Delancey Street. But I'm not even certain of that, because I don't know if he's on the Board or not. I mean, I know he was on the Board of Education and, you know, he did some work, maybe, with Delancey Street. But I don't know if he's ever been on the Board of Directors or helped to organize or what his organizational background, other than what he's told me in terms of when he was involved in the civil rights movement in Mississippi and things of that nature. Other than that, in terms of a business or even a non-profit organization, I don't know, or a City department for that matter.

BARGIONI: Did, was there some, you said earlier that there was some point in time where the Chief was just really fed up with him coming around and him calling. Can you be, maybe, a little bit more specific as to what that time frame was, looking at the series of events that really began to occur around the third week of January, culminating with the 10th. Was it during that time frame or was it even, perhaps, before that?

CRAIG: No, no, I think it started really around November.

BARGIONI: He was fed up real early.

CRAIG: Yeah, I mean, it, because after the Chief took office, I mean, you know, he would come around or call and, you know, 'cause that was also around the time I started intercepting him.

HUEGLE: Did the Chief ask you to do that?

CRAIG: No.

HUEGLE: Okay. You took that upon yourself?

CRAIG: I know a couple of times the Chief didn't even know he had came around because I more or less just kind of got him into my office before he could even go into the Chief's office. And that was when the Chief had first came over. So the Chief was real busy with the other Command Staff and trying to get things in place. I more or less saw, you know, my role at that time was to make that as easy as possible for him without interference from outside pressures that really didn't have anything to do it. I mean, if it was a meeting that the Chief was going to be having with the Director of Public Health or Public Safety or something, I could see that as being different because we have to work with them on some level. Particularly in certain critical incidences, something. So I could see that.

If a member of the Board of Supervisors was coming over to discuss something that was, had been on the Board of Supervisors calendar, or they were doing some type of hearing or investigation where they needed to sit down and discuss something with the Chief, then I think they would have made an appointment, to make sure that the Chief was available. And in some cases, I don't think they would have necessarily wanted to necessarily meet with the Chief. They would probably have been willing to meet with the person they would have to deal with, or they would have asked the Chief to be at the Board of Supervisors and if there's any testimony.

HUEGLE: Do you remember any other Supervisor since you've been down here, Sam, that's come down to the Chief's Office? Other than Supervisor Maher? Since you've been here, that you're aware of?

CRAIG: No.

HUEGLE: Okay.

BARGIONI: Telephone calls.

HUEGLE: Telephone calls from Supervisors, would they ever be made directly to you? Did you receive any other direct calls other than Supervisor Maher to you? Say, a direct call from that Supervisor?

CRAIG: No, not that I can recall.

HUEGLE: Were you aware of any incidents where Supervisor Maher has directly affected somebody's job position within this Police Department?

CRAIG: The only one that I could, thinking back on it now, I would probably say would be Jerry Senkir. And that's because I, in some ways, I don't think the Chief really wanted to transfer Jerry. I think the Chief really transferred him, and he didn't transfer him, he asked Jerry, I think, first, if he wanted to leave or if he wanted to stay. And I think Jerry chose to go ahead and leave. But, you know, I think that was a lot of pressure that was being placed on the Chief to do it.

HUEGLE: Were you aware of any other police officer or member that you feel owes their police job to Supervisor Maher for any reason? Or been put into any position through Supervisor Maher for any reason?

CRAIG: None that I know of.

HUEGLE: Okay.

CRAIG: I mean, the Chief's staff, I mean, I think the Chief picked his staff himself. And, at least with me, I feel confident that he brought me up because of his reasons that he had stated earlier. And we had worked together. You know, I mean, I was out at Potrero Station. I was near my home, so I was happy. I've never cared where I worked. I've never asked, never have put a transfer in since I've been in the Department. And yet I've been able to work various assignments, because if somebody asks me to go work someplace, I'll go. I don't care where I work at. For me it doesn't, it really doesn't matter, I don't care.

Rose, Eric, I mean, I know Eric, I mean, he could really care less where he was working at. I mean, none of us really are concerned about what person from the Board of Supervisors wanted us to do, because I look at it, I work for the Chief of Police and that's who I take my orders from. Unless someone supercedes him, such as the Police Commission and the Mayor, you know, that's who I work for. Or a superior officer, other than me. I mean, if they give me an order to do something, then I, you know, I'm obligated to do it.

But I don't, you know, I think what happened in this particular case, the Supervisor felt and I think he still feels that he is responsible for myself, Rose, Eric, and Joanne and the Chief being in the position that we're in. And I don't personally know about it.

HUEGLE: Okay. I don't know if we asked you when you first met Supervisor Maher. What it before Chief Ribera came on board? Did you ever have any other dealings with him?

CRAIG: Yeah.

HUEGLE: Just to briefly touch on that.

CRAIG: My first, how far back do you want me to go?

BARGIONI: When you met him, if you can remember.

CRAIG: I think my first meeting with Supervisor Maher was years ago when he first started running for the Board of Education, I believe. 'Cause I was active in a number of community organizations at that time. I think that was my first meeting with him.

Subsequent to that, with the Delancey Street, I have been in several meetings where he had, where he was in. And there was a couple of issues on the Board of Supervisors. One issue was when I was in sergeant school and I was ordered back to the City to testify before the Board of Supervisors. I think the, at that time, there was an issue regarding, allowing the Chief of Police to have 30 days suspension powers. I forget whether it was him that had me subpoenaed or the other ones. But I know he was on the Board of Supervisors.

BARGIONI: Was it a professional relationship? It was never a social relationship?

CRAIG: No, it was always professional.

HUEGLE: Okay.

CRAIG: And then when I was out at Potrero, I got a call from him one day asking to take me to lunch, if I would go to lunch with him. And he came over and he told me that he was, you know, wanted to talk to me about the Chief of Police position. And, you know, I'm trying to remember if, was this, yeah, I think Hongisto had been fired, I think, at that point. And at that time he asked me who was I supporting. I said, well, I said, right now I'm not supporting anybody because I don't know who all was, is contending for the job. I said I know there's a, I said, in terms of the O.F.J., I said, I can tell you from that perspective. I said O.F.J. is supporting Earl Sanders and Rich Holder. I said, and there's been some talk also from O.F.J. members to ask, you know, from outside people, I said I know one of the people's name that have came up is a former Chief of New York, Lee Brown. I said, whether any of them is running for the position, I don't know.

But in terms of me, he brought Ribera's name up. I said I wouldn't have a problem with supporting Captain, and I said Captain Ribera. I said I wouldn't have a problem because I know him and I've worked for him, he's honest, he's fair, and I feel that he would do good for the Department as well

CRAIG: (cont.) as a number of other members of the Department, currently in the Department. I said but it's hard for me to say who I would support. For one, my supporting one person doesn't really mean that much. I said the ultimate person that's going to have to make a decision is the Mayor. I said I'm not going to be in those meetings, so I don't have any influence.

BARGIONI: Were you an officer in O.F.J. at that time that you had lunch with him? Do you remember?

CRAIG: Yeah.

BARGIONI: You were.

CRAIG: Yeah.

BARGIONI: President?

CRAIG: No.

BARGIONI: What?

CRAIG: Board member.

BARGIONI: Board member?

CRAIG: Uh-huh.

BARGIONI: Okay.

HUEGLE: Approximately when was that, Sam? Approximate month, maybe.

CRAIG: August, maybe?

HUEGLE: Sometime in the summer? July, August?

CRAIG: Somewhere around in there.

HUEGLE: Okay.

BARGIONI: Was Joanne with him at that lunch or just you?

CRAIG: No.

HUEGLE: Did he mention the fact that Chief Ribera was the police person that he was supporting for the Chief of Police position?

CRAIG: No, not at that time. Later on he called me and told me that he was going to support Ribera for Chief.

HUEGLE: Okay. Did he ask you for your support in regards to that at that time?

CRAIG: He asked me, but, you know, I had, you know, and I remember telling him I wouldn't support anybody. I'll tell you how I did come to support the Chief. Because the Chief and I have known each other for a long time, he called me and told me he was thinking about putting in for the position. And I said I encourage you to put in. And he knew that I was supporting Earl Sanders and Rich Holder at the time. And I told him, I said, you know, I've known you and if you put in, the one thing I would ask you to do is to submit at least a 5-year goal plan for what you want to do with the Department. And we left it at that.

HUEGLE: Uh-huh.

CRAIG: And he asked me if I would introduce him to a couple of people in the Afro-American community and I said I would. Because I personally didn't have a problem with that. And I introduced him to one person in the community, to a group of black ministers, and that was it. But in terms of writing letters of support for the, our current Chief, I didn't do that. 'Cause the O.F.J. was supporting . . .

HUEGLE: Those two other candidates.

BARGIONI: Earl and Rich.

CRAIG: . . . other candidates, right. And for me, to be honest, I couldn't tell myself I'm going to support these two and then go back and tell Tony I would support him. It just wouldn't be right for him. But most of all it wouldn't have been right for me to do that for myself.

HUEGLE: Very understandable.

BARGIONI: That's it, you think?

HUEGLE: Why don't we, Sam, anything else you want to add before we turn, complete the interview?

CRAIG: No, I think I've covered over pretty much everything.

HUEGLE: Okay, I think we did. Thank you very much for your time and your patience in regards to this. We'll end this interview at this time. Same three parties are present. Time is 12:07.

2ND INTERVIEW: LT. SAM CRAIG

HUEGLE: Today's date is March 3, 1993. The time is 11:47 AM. We are presently at Special Investigations Division, San Francisco Police Department, 850 Bryant Street. I'm Inspector Bob Huegle. Also in the room is Captain John Willett. And also in the room is Lieutenant Sam Craig.

This is a further inquiry and interview with Lieutenant Sam Craig in regards to Supervisor Maher's interference in the San Francisco Police Department. At this time I'll turn this over to Captain Willett in regards to some questions.

WILLETT: Sam, we've given you an opportunity to read a response to a phone call that Supervisor Maher made to you. You've read that. It had to do with the situation with Carl in Public Affairs. Is that correct?

CRAIG: Yes.

WILLETT: And you've had an opportunity to read that?

CRAIG: Yes, I have.

WILLETT: Would you explain to me what took place during those conversations?

CRAIG: Okay. On one evening I received a call from Supervisor Bill Maher sometime after Joanne had returned to work from her vacation. And the call was basically in regards to Carl Tennenbaum working in Public Affairs. And during that conversation, Supervisor Maher brought up concern in regards to the number of hours that Officer Welsh was putting in in Public Affairs. And then he stated to me that the Friday, I believe it was a Friday night, prior to their leaving going on vacation, Officer Welsh had worked up in Public Affairs up until roughly about 2:30 in the morning. And that he was somewhat upset about her putting in so much overtime and not being compensated for it.

And I explained to Supervisor Maher that if Officer Welsh works overtime, she can be compensated but, however, she had to put an overtime card in for that and she also had to advise me that she has worked some overtime, if it was something that wasn't planned. If it was something that was planned, she could advise me prior to working overtime and, you know, I would have the opportunity at that time to approve whether or not the overtime would be compensated for. To the best of my knowledge, Office Welsh has never advised me of any additional overtime that she has worked, either approved or unapproved.

There was one occasion when I knew she was working some overtime and I asked her if she put in an overtime card, and she said she did not and that she had came in at a

CRAIG: (cont.) particular time and she was working until, in fact, I think that she had worked that day from 10 to 6. But in terms of her actually ever talking to me about putting in overtime, she never did, uh, seem to have a concern about whether or not she would put in overtime (can't understand) performing her duties.

WILLETT: Did the Supervisor describe a situation where other people in the Chief's staff were working overtime? And did he make that comment that he expected Joanne to be similarly compensated for her overtime work?

CRAIG: What he did was he made a comment to me in regards to Officer Melendez and Officer Quema and Officer Tennenbaum who rotate driving for the Chief on a regular basis along with their other duties in terms of performing certain projects. And during the week that they are driving for the Chief, they are on call and they get to put an overtime card in for that. What he commented to me about was the fact that they were allowed to be the drivers and get to put in overtime cards while they were on call, but Officer Welsh was not receiving the same type of on call pay.

But the difference was that Officer Welsh would receive overtime pay if she was called in. Similarly, if I was called in on my off duty hours, then I would put in overtime for the time that I worked. Whereas with the other three officers, there are times when they stay over with the Chief to go to a meeting with him or drive him to a meeting. And sometime they would be working up until eight, nine o'clock at night.

HUEGLE: Lieutenant, when you explained that to him, you explained that situation to him in regards to the same phone call in regards to how that overtime worked, right?

CRAIG: Yes.

HUEGLE: And you felt you explained it thoroughly in regards to the other incident what he was bringing up in regards to how the overtime worked through you, right?

CRAIG: Yes.

HUEGLE: . . . in the Chief's Office?

CRAIG: Yes, I even explained to Supervisor Maher that I would speak with Joanne regarding her working and not putting in an overtime card if that's what she was doing.

HUEGLE: You told him you were going to do that?

CRAIG: I told him I was going to do it and I did speak with Officer Welsh regarding that. And she stated to me she have told him not to talk to me about it, you know, about her working overtime.

HUEGLE: Was that sometime after the phone call from Supervisor Maher?

CRAIG: Actually, it was the next day.

HUEGLE: Okay. If we could just maybe try to pinpoint approximately when we think the call was from Supervisor Maher.

CRAIG: I believe it was sometime the third week of January. I know it was after Martin Luther King Birthday. It was like that Thursday of that week.

HUEGLE: Okay. And Martin Luther King's Birthday was . . .

CRAIG: So it would have been somewhere around the 21st, somewhere around the 21st.

HUEGLE: Between the 19th and the 22nd, you feel, in that range of days there?

CRAIG: That's correct.

HUEGLE: And Officer Welsh you would have talked, you talked to her the following day about the conversation from the Supervisor in regards to the overtime problem?

CRAIG: Exactly.

HUEGLE: Did she say, and she mentioned that she had talked to him about it before even you mentioned it to her?

CRAIG: Yeah, in fact, what she told me was, I wish he wouldn't do that.

HUEGLE: Okay.

CRAIG: Speaking of Supervisor Maher. She just stated, I wish he wouldn't do that.

HUEGLE: Officer Welsh knew what the overtime policy and procedure is in regards to the, your staff?

CRAIG: Exactly.

HUEGLE: She knew exactly what that was. Did she mention any other time where she, she talked to the Supervisor more than once about this, this problem?

CRAIG: I wouldn't know if she did or not. But she did tell me on that occasion she wished he wouldn't do it.

HUEGLE: Okay. Was there anything else said by Officer Welsh when you talked to her the second day and explained the situation that, in regards to overtime?

CRAIG: Well, she did bring up, you know, advised me that, at that time, that there were times when she would be late or have some problems with her childcare and that she would just change, rearrange her work schedule to compensate for that. But other than that, there was never any further discussion in regards to submitting overtime. I know I have specifically went over with her, though, the overtime issue in terms of when she could put overtime cards in.

WILLETT: What do you think was the purpose that Supervisor Maher was trying to accomplish by talking to you about this overtime situation?

CRAIG: I think he was concerned about the fact that Officer Welsh was not getting any overtime and other members of the Chief's staff was receiving overtime. I do know that he, and now that I'm thinking back a little bit, he also brought up the fact that she was a single parent and was having to pay for childcare services.

WILLETT: Did that make you feel that he felt that she needed additional funds?

CRAIG: Yes.

WILLETT: And was that inference, or did you feel that perhaps that he was trying to get you to go along with Joanne being able to work overtime?

CRAIG: I felt that he wanted me to give Joanne as much overtime as I could give her.

WILLETT: And when you stated in the bottom down here in regards to specific things that you wouldn't do and you told him, maybe you can refer to your answer on the previous interview and kind of elaborate on that for me.

CRAIG: Okay. What I told him that I would do would be to discuss with Joanne that if she worked then she should follow the procedures in terms of submitting the overtime cards. When I was interviewed earlier, I made the statements of what I wouldn't do and why I wouldn't do it. But I never made those statements to him. Those were my personal beliefs, which I still hold today, that if someone worked overtime and they don't submit an overtime card to me, I would not

CRAIG: (cont.) take an overtime card and fill it out myself and take it to them and say, here, sign this. I feel that they, all of the members of the staff, are adults. They've been in the Department for some time. All of them know the rules and procedures. And my personal opinion was that if she didn't fill out her overtime cards when it was legitimate overtime or didn't request permission to work that overtime, then it wasn't something that was permissible as far as I was concerned and I wouldn't approve it.

WILLETT: And in your own standards or your feelings that if, it would have been pres-, if you would have been pressed any further by Supervisor Maher, that was the area that you would draw the line?

CRAIG: Yes.

HUEGLE: Did Officer Welsh ever ask you to go on the rotation to be the Chief's driver, or anything to that effect that the other people were doing, for overtime purposes?

CRAIG: No, she did not.

HUEGLE: She had never requested that or any other time for any compensation?

CRAIG: No, she did not. In fact, I may have suggested to Supervisor Maher that if she wanted to do that, she could talk to me about it. But she never did talk to me about it.

WILLETT: Sam, when Joanne first went into Public Affairs and she started working for Sgt. Senkir, what was your feelings as Chief of Staff and the supervisor of both Joanne and Sgt. Senkir in regards to the chain of command in that office?

CRAIG: My feeling was Sgt. Senkir was in charge of the office. He was the sergeant in the office and everything was to go through him before it came, you know, to me in terms of work assignments, work schedules and _____. She should have, you know, in terms of reporting to duty, uh, Sgt. Senkir should have been notified if she was going to be late or absent on a particular date. If she needed, at a particular meeting that she wanted to go to, or something, it should have been, Sgt. Senkir should have at least been made aware of it, whether it was on duty or off duty if it was related to the Department.

WILLETT: And did Sgt. Senkir or Joanne ever come to you with a problem regarding Joanne not showing up for work or having some problems in getting time off or any work schedules or times that she was supposed to work?

CRAIG: To the best of my recollection, neither one ever came to me regarding it. Joanne came to me later on, but this was after Sgt. Senkir had left the unit, and just advised me that there may be some times when she may be running late due to childcare problems.

WILLETT: And that was when she was reporting directly to you that she, and she discussed that, and you came up to what you believe a reasonable accommodation for that?

CRAIG: Exactly.

HUEGLE: Is there anything else you'd like to add to this interview before it's concluded?

CRAIG: I can't think of anything. I think I've covered pretty much everything.

HUEGLE: Okay. Thank you very much.

WILLETT: Thank you very much, Lieutenant Craig.

HUEGLE: Same three parties are present. The time is 12 o'clock.

INTERVIEW OF

SERGEANT JERRY SENKIR

BARGIONI: The date is February 25, 1993. This is Officer Sandi Bargioni of the Special Investigations Division. I'm on the telephone about to conduct a telephonic interview with Sergeant Jerry Senkir of this Department, who currently is out of town and unavailable for an interview in person. Jerry, are you there?

SENKIR: Yes I am.

BARGIONI: Okay. The time is approximately ten minutes to six in the evening on the 25th. What I'd like to do, Jerry, first of all, is just to advise you that our investigation is really focussing only on a possible Charter violation involving Supervisor Bill Maher and ~~his~~ Charter violation involves possible interference with the operations of the San Francisco Police Department, including the Chief's Office. So we really want to stay away from the sexual harassment investigation which is being conducted by other officers. Okay? As long as you understand that?

SENKIR: All right.

BARGIONI: Okay. What I would like to know from you, first of all, is how long you've served in the Public Affairs Office?

SENKIR: Approximately 5½ years.

BARGIONI: And that was under how many Chiefs?

SENKIR: Well, the first Chief that hired me was Frank Jordan. Then Will Casey, Richard Hongisto, Tom Murphy, and then for a short time Tony Ribera.

BARGIONI: Okay. During the period of time that you were in the Chief's Office under Will Casey, was there ever anyone that had approached you, that you know of, with any discussion about possibly bringing Joanne Welsh into the office at that time?

SENKIR: Yes, two people--Joanne Welsh and Tony Ribera.

BARGIONI: Okay. If you would, please, give me the details of each of those meetings with those individuals, how it came about, and a possible time frame, if you remember.

SENKIR: The time frame I do not remember. But I know at some point during the Casey administration Dave Ambrose, who was assigned to my office, was transferred out and I was left by myself. And I was making noise for quite some time that I needed another person to work in that office, that it wasn't a one person office. At one point Joanne Welsh came in and told me that she was interested in filling Dave Ambrose's vacated position. And I suggested that she write a scratch to the Chief saying just that.

BARGIONI: Do you know at that time where she was working?

SENKIR: No, I'd only be guessing, but I believe it was Mission Station

BARGIONI: Okay. And as far as you know, she was in Patrol.

SENKIR: Correct.

BARGIONI: Did you know her at all?

SENKIR: Yes, yeah, I knew her to say hello to and I knew who she was. We were on friendly terms.

BARGIONI: Okay. Would you consider your relationship with her at that time as good, as limited as it was?

SENKIR: Yes, absolutely.

BARGIONI: And did she approach you prior to Tony Ribera?

SENKIR: I don't ~~really~~ remember, I . . . Tony didn't really approach me other than to say he was aware that Joanne was interested in the position and that he had encouraged her to apply because he thought she could do the job.

BARGIONI: And what was his position at the time?

SENKIR: I believe he was the Lieutenant in (Fiscal can't understand).

BARGIONI: Do you know from either of those parties if a memo was ever made or a scratch asking for her to . . .

SENKIR: Oh, absolutely. As a matter of fact, it was submitted to me and I handcarried it to Chief Casey.

BARGIONI: Why was it submitted to you?

SENKIR: Well, I mean that it was physically submitted to me.

BARGIONI: Oh, okay.

SENKIR: I believe it was addressed to the Chief.

BARGIONI: All right. And then you carried it to Chief Casey.

SENKIR: Right. In some fashion I ended up with it. I believe that she gave it to me and I handcarried it in to the Chief.

BARGIONI: Okay. And when you took it in to the Chief, did he have any prior knowledge, that you know, of her interest in going into the office?

SENKIR: Not that I know of.

BARGIONI: And did you just hand him the memo, do you remember? Or did you discuss the interest that she had . . .

SENKIR: Well, I handed it to him and, you know, explained obviously that she was applying for the position in my office. And he said something to the effect of why don't we just wait awhile; I'm not sure I'm going to fill it with anybody at this time.

BARGIONI: Okay. And did you report that back to her, or did he? Or did the whole matter just kind of die out?

SENKIR: No, I talked to her after that and I believe I told her essentially that--that at this point the Chief hadn't made a decision one way or the other.

BARGIONI: And how did she receive that?

SENKIR: Well, I think she was disappointed.

BARGIONI: Yeah, okay. But there was no further discussion after that point?

SENKIR: No, and I think, well, I think periodically she would call and inquire if any progress had been made on that position. And I would say no.

BARGIONI: Okay. And it's very difficult for you to recall what time frame this may have . . .

SENKIR: Yeah, I mean, I would say it happened over months rather than (can't understand).

BARGIONI: All right, all right.

SENKIR: But it was a long period of time in which I had nobody in my office.

BARGIONI: Okay. But you personally can't remember the time frame when Dave left? That would be easy enough, actually, for me to check.

SENKIR: Well, it would. It was during the mayoral campaign.

BARGIONI: Okay. So if it was during the campaign, then that would have been in 1991, is that correct?

SENKIR: I don't remember exactly.

BARGIONI: Okay.

SENKIR: But I know it was during the time that Agnos was still the Mayor and Frank Jordan (can't understand) was Chief

BARGIONI: Okay, that's fine. Now, after Casey left the Chief's Office, during the brief tenures of both former Chief Hongisto and former Chief Murphy, were you approached by her or by now Chief Ribera at any time about her coming back into that office?

SENKIR: No, I wasn't.

BARGIONI: Or coming in to that office?

SENKIR: No, I wasn't.

BARGIONI: And once Tony Ribera became Chief, were you approached at any time by anyone about her coming into that office?

SENKIR: I was. As a matter of fact, I believe it was the day after it was announced that Tony would become Chief that he came into my office and told me that she was going to be working with me.

BARGIONI: Was he Chief yet?

SENKIR: No, he wasn't sworn in, and it was, I can't remember whether, time between his announcement of his appointment and his swearing in, whether it was one or two days. It was between the announcement and the actual swearing in when he came in and informed me that she would be working in my office.

BARGIONI: Okay. How was that received by you?

SENKIR: Well, I was happy to get another person in the office. I really didn't know how it would work out, specifically, because I hadn't worked with Joanne before.

BARGIONI: Uh-huh.

SENKIR: But it wasn't really something I had any control over in any case.

BARGIONI: Okay. At any point, did she approach you prior to her actually being assigned up there, did she approach you to say that she was coming in and that she was happy she was coming in.

SENKIR: Yeah, I, that sounds, that sounds right.

BARGIONI: Can you remember, I don't want to put words into your mouth, but, you know, maybe just go a little bit into your own narrative of how those events came about--the Chief approaching you and then her approaching you, and if you have any idea if that was in close proximity to one another.

SENKIR: Well, I can't, I mean, I was in my office when Tony walked in and said, you know, just very quickly, it was not really a discussion, oh, by the way, Joanne, I just want to let you know, Joanne's going to be working in your office or with you, something to that effect.

BARGIONI: Okay.

SENKIR: And, there wasn't really any discussion. It was just, I was told that.

BARGIONI: And then the time frame which he came in. Do you remember that being the same day, or shortly thereafter?

SENKIR: Well, I, it was either the same day or the very next day. Because she was on board and working in my office the day that he was sworn in, because she was actively involved in (can't understand) . . . the little reception that took place in the Police Commission Hearing Room after his swearing in. She (can't understand) started working in Public Affairs, I'd have to say it was between the day before he was sworn in.

BARGIONI: Okay. How do you think she saw her position in the office at that time?

SENKIR: Well, that's hard to say. I would, it was my opinion since I was a Sergeant and I was still in Public Affairs that she was working for me. But I don't think she saw it that way. I had difficulty keeping track of what she was doing and when she came in. It seemed that she was reporting directly to Tony and bypassing me.

BARGIONI: Okay, so she wasn't going through the chain of command. At any point, did you talk to the Chief about that?

SENKIR: No, I decided, not at that point, no.

BARGIONI: All right. Do you have any idea, either from conversation with Joanne Welsh or with Chief Ribera, as to why the Chief decided to put her in that office?

SENKIR: No, I really don't.

BARGIONI: You don't know if this was a choice that he made or, in fact, if someone else may have had something to do with her being placed in that office?

SENKIR: No, I really don't. I know that she had expressed an interest a long time previous to becoming, to come to my office. But what transpired to make her show up at that particular time, I don't have (can't understand)

BARGIONI: Okay. And how would you describe you relationship with her in terms of a working relationship during the time that she was there and you remained in the office before you left?

SENKIR: Well, I mean, it was cordial. But it was clear to me that she was doing things on her own and just, she wasn't really part of the office. For example, she didn't show up to work one morning and after it became 10:30 or so, I saw the Chief and I said, by the way, do you happen to know where Joanne is, and he said, oh, yeah, she's working on the press conference I'm going to have in Union Square along with the Mayor on such and such a date. And this

SENKIR: (cont.) was a press conference I knew nothing about. (Can't understand) Joanne was communicating with the Chief and he with her, and I was kind of odd man out. When she finally came to work that day, probably around noontime, I asked her where she was, and she told me about the press conference. In fact, she said she had talked to Tony the previous night at his house, I don't know, the previous night and it was agreed that she would first go to the Mayor's Office and work on the press conference and then come to work. And once again, I was not informed of that. And it started to become clear to me that she was doing, she was working around me.

BARGIONI: And what was that press conference about?

SENKIR: I think it had to do with kicking off the, something about holiday shopping, what we were going to do, (can't understand) increase our efforts in the downtown shopping area to encourage shopping.

BARGIONI: Would it be normal procedure for the Public Affairs Office to be working on press conferences that were going to be forthcoming somewhere outside of the Press Affairs Office here at the Hall of Justice?

SENKIR: Oh, yeah. I mean . . .

BARGIONI: Okay.

SENKIR: . . . if it involved the Chief.

BARGIONI: So that was nothing out of the ordinary.

SENKIR: No, it wasn't.

BARGIONI: Except for the fact that she did not go through channels and the Chief gave her this direction and you were never made, really made aware of that.

SENKIR: Right.

BARGIONI: And had no knowledge of it. Did you feel at some point that this relationship, this working relationship, began to break down? Or did you feel that it really in effect never existed?

SENKIR: Yeah, I kind of feel it never existed. At one point, you know, initially I tried to kind of indoctrinate her, introduce her to some of the facets of the office and how it operated. And it didn't appear that, she wasn't interested, but she, still she kind of had her own ideas of where thing were going. I know at one point, it had to do with this press conference that would take place in Union Square, she was setting it up, I was not involved at all. And I remember in my, in the office, she had a

SENKIR: (cont.) conversation with Vic Lee, a reporter from Channel 4, who had gotten wind of this press conference and wanted to do a story on what the press conference was going to be about, a day or two before the press conference, which would have made it anti-climactic to have this press conference. And at that point she said something, she offered Vic Lee an exclusive interview if he would sit on this story. And at that point I interrupted and told him that official Department spokespeople can't offer exclusives to reporters, it would wreck our credibility, threaten how we conduct business. And I don't think she took it too well that (can't understand), and I don't even know what (can't understand). It was becoming clear to me that she was going to conduct Public Affairs that way that she wanted to.

BARGIONI: At any point after these little series of incidents or just kind of, I don't even know if you'd call them falling outs, where then you were just trying to exercise your position, one, as a sergeant, and two, as someone who had been in that office for some period of time.

SENKIR: Right.

BARGIONI: At any point did you speak to the Chief now about a problem that you felt was surfacing in the office?

SENKIR: No, I really didn't. As a matter of fact, I was finding it more and more difficult to get access to him.

BARGIONI: Did she have that same problem?

SENKIR: I don't know, I don't know.

BARGIONI: And did you talk to her at all about, you felt that there was a problem going on in the office?

SENKIR: No, I really didn't.

BARGIONI: Okay. Any particular reason for that?

SENKIR: Well, it was still, things were moving fast. This was right in the beginning of his administration.

BARGIONI: Yeah.

SENKIR: She wasn't in the office much, to tell you the truth. She was doing whatever she was doing.

BARGIONI: Yeah. And did you feel that what she was doing was always at the direction of the Chief?

SENKIR: Well, that was unclear, maybe it was something she was doing on her own initiative.

BARGIONI: Uh-huh.

SENKIR: But it seemed to me at that point that I was, what, the term 'eased out'.

BARGIONI: Yeah.

SENKIR: I wasn't, I wasn't part of the A team. If you don't have access right to the Chief in that job, you can't do your job correctly.

BARGIONI: Right. At some point then, did you either approach the Chief or did the Chief approach you about your staying in that office?

SENKIR: You know, he did, I don't know the time frame again, but this was after he was sworn in, and I was in the office, my office, and he came in and said something to the effect of, Jerry, I just want to let you know that I want you to stay on in this position. And I said, well, okay, but I, I kind of tried to tell him that I wouldn't be upset if I was (can't understand), that I know that Chief's like to put their own people into positions of (can't understand). And I said words to that effect. And he said, look, I've already replaced five or six people and I don't have a problem telling people if they have to leave. I think you're doing a good job and I want you to stay. I said, well, thanks for the vote of confidence, and that was it.

BARGIONI: Any idea when that was?

SENKIR: No, I really don't.

BARGIONI: All right.

SENKIR: Probably within two to three days after his swearing in.

BARGIONI: And at some point did that change? Was you perception of it that you were, you were going to stay, number one. And number two, at some point thereafter did that change and, in fact, you did not stay?

SENKIR: That's correct. I mean, based on what he told me, it assured me I was going to stay. He made it very clear I was going to stay.

BARGIONI: Okay.

SENKIR: And so, I went about my business. But I still, things were going to have to be ironed out in my office (can't understand)

BARGIONI: Uh-huh.

SENKIR: Probably a week and a half, two weeks later,

SENKIR: Probably a week and a half, two weeks later, I'm in my office once again, and I believe it was Fred Lau walked in and said we just had a staff meeting and we might be making changes. If you were to leave this position, where would you want to go? And I said, oh, I'd like to go back to the Bureau. He said okay and he left. Shortly thereafter, Tony came in. I got the impression it was awkward for him. He said something to the effect of, well, I'm going to make some changes. And he was kind of searching for a reason that he, trying to tell me why these changes were being made, and it never was very clear to me. He said, where would you like to go? I said I'd like to go to the Juvenile Bureau. And he said fine and he left. I never questioned him as to why these changes were being made. I didn't believe that in the two weeks between the time he told me that he wanted me to stay and the time that he told me of the changes that might be made that my job performance had dropped. So I didn't question him, whatever. He's the Chief and if he doesn't want me to work for him, that's (can't understand)

BARGIONI: And how soon after that did you get transferred?

SENKIR: That would be, and I don't remember what day it was, but I think (can't understand)

BARGIONI: And was that by Chief's Order?

SENKIR: Yes.

BARGIONI: At any point while you were working in that office along with Joanne Welsh, did Supervisor Bill Maher personally ever come into that office?

SENKIR: Not that I, not when I was there.

BARGIONI: Okay. Did you ever hear anything from her about him having any type of say in the fact that she ended up actually being assigned to that office?

SENKIR: (can't understand)

BARGIONI: And that same conversation never took place with Chief Ribera?

SENKIR: With me and Chief Ribera? Or . . .

BARGIONI: Yeah, no, between you and Chief Ribera.

SENKIR: No.

BARGIONI: Okay. And did you have any thoughts of that on your own or did you feel it went all the way back to when she was interested under Casey and now because Ribera had shown an interest in helping her get in there perhaps back then, that now he could effect her desire and actually put her in there? Did that seem more plausible to you?

SENKIR: Well, you know, I didn't know, both those thoughts were running through my mind but, you know, there were rumors going around the Department, including about Bill Maher. I know Maher had a meeting with Tony in his office, 'cause I had gone over to his office to talk to him about something and the doors were closed and I asked Tony's secretary who was in there with him and she said Bill Maher.

BARGIONI: Do you remember when that was?

SENKIR: No, but I think it was on his appointment calendar.

BARGIONI: Okay. If it was on his appointment calendar, then it would have been the day after he was appointed because that's the only date that we could find where there was a scheduled appointment with the Chief. So it would have been immediately after the Chief was appointed.

SENKIR: Okay.

BARGIONI: Now, in the time frame that you were still in that office, we're talking what, maybe just a few weeks after the Chief was appointed?

SENKIR: Yeah, I think that I was transferred effective the Saturday after Thanksgiving.

BARGIONI: Okay. Did you have any knowledge, either personal knowledge or even knowledge from other staff members that Supervisor Maher was making frequent phone calls and/or frequent visits to the Chief's Office?

SENKIR: No, I don't think I did. Nothing definite or concrete that I (can't understand)

BARGIONI: Okay. I think I've covered everything that I need from you now, Jerry. There may be other questions that are going to come up. But I really can't think of any more right now. But, I would, before closing this off, I would like to know if there's anything else that you would like to add or areas that you would like to cover that you feel maybe I forgot to ask questions in?

SENKIR: At this point, no, I can't think of any.

BARGIONI: Okay, then we're going to conclude the interview. And since I don't have my watch and you do, could you please give me the time?

SENKIR: Yeah, it looks like it's about 6:12.

BARGIONI: Excellent. I'll turn the tape off now.

INTERVIEW OF

SUPERVISOR ANGELA ALIOTO

HUEGLE: The date is March 1, 1993. The time is 4:21. I'm Inspector Bob Huegle, San Francisco Police Department, Special Investigations. I'm in the office of Supervisor Angela Alioto, City Hall, San Francisco. I'm conducting an inquiry into the allegation by Chief Ribera that Supervisor Maher has influenced the San Francisco Police Department. And I would just like to ask Supervisor Angela Alioto in regards to a meeting that she had with him on the 11th of February, 1993, and what that meeting consisted of and what the conversation was.

ALIOTO: Supervisor Maher came to my home and told me that his friend Joanne Welsh was at the Examiner and that she was going to give them the story that Chief Ribera had sexually harassed her and that Maher thought I, as Board President, should know about it.

HUEGLE: Okay.

ALIOTO Basically.

HUEGLE: That was at your home, Supervisor?

ALIOTO: Right.

HUEGLE: At approximately what time in the evening?

ALIOTO: It was like 6:30.

HUEGLE: And how long was he there?

ALIOTO: About twenty minutes.

HUEGLE: Okay. Was there some further conversations that he mentioned in regards to the case?

ALIOTO: Yes. He was very upset that she'd gone away on a vacation to come home to a room that had been taken over by some other officer. And all her belongings were outside the door. And that was just not acceptable.

HUEGLE: Okay. At any point in your conversation with him, did he ask you to look into this matter?

ALIOTO: No, you know, he didn't. I've heard other people say that he asked me, but I really don't remember him asking me to have a hearing on the subject. As a matter of fact, I thought, see, there have been so many times since then with so much being said, that I thought he was worried about Hallinan having a hearing on the topic of sexual harassment and on the topic of intermingling. Not Maher having a hearing. So the question of Maher asking for a hearing doesn't make any sense to me.

HUEGLE: Could you give me a reason why he would come to you then, and what was he asking your assistance to do or for you to do?

ALIOTO: As Board President, he thought I should know that the Chief of Police was in big trouble and was going to be on the front page for this sexual harassment. 'Cause, see, I don't think he considers me an ally of any member of the Board or of the Mayor more so than, I mean, now I'm more of one than the other. So I thought it was just an informative meeting with me to tell me about why he went to the papers.

In retrospect, I don't know why he came to me. At the time it made sense. But I have to tell you, officer, he was extremely upset. He was pacing. He was seriously upset.

HUEGLE: Did he mention that he had spoken with any other City official prior to talking to you? Or was going to see another City official, specifically Supervisor Migden, after this? That evening when he mentioned . . .

ALIOTO: No, but there was an inference that, I, for some reason, thought my colleagues knew about this and I was the, one of the last to be told. I didn't get all the relationships. So I didn't realize that they were girlfriend/boyfriend. I thought he was just upset that the Chief had kicked him out of his office.

HUEGLE: Did he go into . . .

ALIOTO: He just talked about the Chief calling him some . . .

HUEGLE: Okay. Did he mention anything of the fact that he was going to do something against the Chief because of what happened to him in that office that day?

ALIOTO: No. He just said how he came home, how she came home and her office was taken up by somebody else and he went in to defend her.

HUEGLE: Okay.

ALIOTO: But you see, Bill Maher is also the sponsor of all of the police officers' legislation for the women officers. I didn't realize that he and this woman had a relationship. So it made total sense to me that he would be advocating for the women officers again.

HUEGLE: Did he mention anything of trying to have Chief Ribera removed from his position as Chief of Police?

ALIOTO: Well, obviously the harassment charges that the, with the girlfriend sitting at the Examiner as we were speaking.

HUEGLE: Did he want you to speak to her at all?

ALIOTO: Oh, yeah, actually he wanted me to meet with her.

HUEGLE: Did she call you at all?

ALIOTO: Oh, yeah. She came and met with me the next morning.

HUEGLE: And in your office or at your home?

ALIOTO: No, she came to my home.

HUEGLE: Okay. And how long did that meeting last?

ALIOTO: Not very long, 'cause I realized that this was not my jurisdiction, not my issue, not my problem.

HUEGLE: Did Supervisor Maher bring her to your home?

ALIOTO: Yes, he did.

HUEGLE: Okay. And they met with, the three of you met for some period of time?

ALIOTO: We did, for about twenty minutes, half an hour.

HUEGLE: Can you give me . . .

ALIOTO: She was also distraught. She has a little girl . . .

HUEGLE: Right. Was the daughter also with her?

ALIOTO: No, just the two of them were at the front door.

HUEGLE: And you conversed for approximately fifteen, twenty minutes?

ALIOTO: Twenty minutes, maybe twenty minutes, half an hour.

HUEGLE: Okay.

ALIOTO: While they were there, Chief Ribera called me.

HUEGLE: Okay.

ALIOTO: So it was quite a morning.

HUEGLE: I guess so. Did he converse with either . . .

ALIOTO: No, but I let him know that she . . .

HUEGLE: They were there?

ALIOTO: Yes, absolutely.

HUEGLE: Approximately what time was this?

ALIOTO: That was early in the morning, like 9:30.

HUEGLE: On, that would be Friday then?

ALIOTO: Friday morning, right. Before the story broke.

HUEGLE: Could you give us, can you give me any indication of the conversation from . . .

ALIOTO: Just that she said that the Chief had sexually harassed her. That he had grabbed her and attempted to kiss her several times. And that it was in the middle of her divorce. And then she started crying, saying that because she was down and out, he took advantage of the situation. And that she was afraid to speak up because it was her job and she has this little 4-year-old girl and she can't lose her job, so she didn't speak up. She said that he gave her earrings and that they remained friends after that to just recently when she advocated for him to be the Chief.

HUEGLE: Did she . . .

ALIOTO: But she was crying.

HUEGLE: Okay.

ALIOTO: She was very upset.

HUEGLE: Did Supervisor Maher mention at that meeting with you, not the night before, in regards to what he was going to do or what he'd like done in regards to the Chief?

ALIOTO: He didn't say anything at that meeting.

HUEGLE: Okay.

ALIOTO: He was pacing.

HUEGLE: Okay. And still very visibly upset?

ALIOTO: He hardly spoke. What she did say was, let's see, what did she say that was . . . What struck me as being very important here was that she said that the Chief was going to transfer her to Northern Station where her ex-husband was and that she wouldn't be tolerated there by her ex-husband's buddies.

HUEGLE: Okay.

ALIOTO: And her fear was being transferred, and would I help her not get transferred. And I told her that I had no jurisdiction over that and I could not help her and, basically, she'd have to talk to the Chief about that.

HUEGLE: Okay. Did the Chief talk to you after they had left?

ALIOTO: Yes.

HUEGLE: That was after.

ALIOTO: No, he talked to me while they were there and he called me again.

HUEGLE: Okay, okay. Supervisor Maher didn't interject himself in the conversation too much that morning?

ALIOTO: No, just that he was upset that she was being supposedly transferred back to where her husband was. Then I got the picture. It was that morning . . .

HUEGLE: Okay, it kind of fell into place. They were . . .

ALIOTO: Yeah, I, well, now, also other people had told me they were girlfriend/boyfriend. I didn't know that.

HUEGLE: Did you, when you talked to the Chief . . .

ALIOTO: See, I thought he'd just got married.

HUEGLE: Okay. When the Chief called you back the second time, they had both left?

ALIOTO: Uh-huh.

HUEGLE: Did, and he knew that . . .

ALIOTO: She said she had letters, she had tapes, she had everything.

HUEGLE: Did she mention the fact, you said he called when they were there.

ALIOTO: Right.

HUEGLE: And he knew that they were both there.

ALIOTO: Yes.

HUEGLE: Then he called you back.

ALIOTO: Yes.

HUEGLE: Could you basically tell me the gist of your conversation with the Chief in regards to that time?

ALIOTO: Just that she was upset that he had transferred her to Northern. And he said he didn't.

HUEGLE: Okay.

ALIOTO: And he said her husband wasn't there anymore . . .

HUEGLE: Right.

ALIOTO: . . . that he was . . . So it was real clear to me I was getting such different stories. When he called, I said Chief, I'm having a meeting now, you'll have to call me back.

HUEGLE: Okay.

ALIOTO: So I don't know whether at that moment he knew who I was having the meeting with. I certainly told him when he called me back.

HUEGLE: The second time he knew . . .

ALIOTO: Right.

HUEGLE: . . . that they were both there. Was he upset at that?

ALIOTO: Oh, no.

HUEGLE: Okay.

ALIOTO: He just, the Chief just wanted his story to be able to be told. And, you know, Maher just . . .

HUEGLE: Did Supervisor Maher ever . . .

ALIOTO: I mean, I don't even know how to explain it.

HUEGLE: Okay. Did Supervisor Maher ever mention to you, not even at, those two days or at any time that he was responsible for Chief Ribera being in the position that he was?

ALIOTO: Oh, yeah. So did she.

HUEGLE: And she, to you?

ALIOTO: Right.

HUEGLE: Both, more than once?

ALIOTO: No, but he, he said he helped her . . .

HUEGLE: Or just during those two meetings that you . . .

ALIOTO: . . . he helped him get the job.

HUEGLE: Okay. And she also mentioned that she did?

ALIOTO: Yeah, oh yeah. Well, she did, see, there's public record where . . .

HUEGLE: Okay.

ALIOTO: . . . it states that she, that she would never work for anybody that was, that had sexually harassed her.

HUEGLE: Correct. But I mean that they had some influence in regards to his selection as Chief of Police?

ALIOTO: No, but that's not a surprise though, Bob. You know, I mean, it's not a suprise. He's got a girlfriend in that high position. He's got a wife on the P.U.C. He seems to have been doing some serious maneuvering. And, you know, what can I say, it seems like he was getting (can't understand). So obviously he had the consent of the Mayor or Chief or somebody.

HUEGLE: Okay. Does . . .

ALIOTO: There's a third person, too, that he has in somewhat of a high position.

HUEGLE: Well, I'd leave that, that's . . . In regards, was there any other meetings or telephone calls or in person, Supervisor, with the two of them or Chief Ribera even after that?

ALIOTO: Not with the two of them. I spoke to the Chief again. He was on his way to Russian River.

HUEGLE: Okay.

ALIOTO: And he wanted to leave town. And I talked to, Supervisor Maher called again. And then Joanne called again.

HUEGLE: Can you give us any . . .

ALIOTO: No, it's just basically . . .

HUEGLE: Same day again?

ALIOTO: Yes.

HUEGLE: Okay.

ALIOTO: Well, it was that weekend.

HUEGLE: Okay.

ALIOTO: But it was very obvious to me, Bob, that there was a reason why they were calling me specifically. And it was that I would be in charge of whether or not there would be a hearing. I didn't know that at the time. I didn't know that until about, you know, later in that weekend. At which point I was not returning anybody's calls anymore until I got an opinion on what my jurisdiction was or wasn't.

HUEGLE: Okay. I just . . .

ALIOTO: But you see, he, they knew that. That's why he came to me. Whether or not I'd call for a hearing, but Supervisor Hallinan was the issue, that would be up to me.

HUEGLE: Right.

ALIOTO: And I didn't know that that was even an issue.

HUEGLE: And you also would preside over an impeachment process if it ever came to that?

ALIOTO: Absolutely. They knew that. I did not know that.

HUEGLE: Right, right.

ALIOTO: As a matter of fact, the seriousness of the impeachment has not, I mean, it didn't strike me until I spoke to the Mayor just last night.

HUEGLE: Okay. And then you were informed of what position you would be . . .

ALIOTO: Well, it's obvious I'm in charge of that.

HUEGLE: Right.

ALIOTO: But you see, he knew that all along. I didn't.

HUEGLE: Right.

ALIOTO: He's known that since he made the apology.

HUEGLE: Right. As a general question, could you, in regards to Supervisor Maher and the Police Department, from my investigation we are only looking at his interference in the San Francisco Police Department. That is, we are not doing anything in regards to the sexual harassment. That is done by another set of investigators.

ALIOTO: Right.

HUEGLE: Could you, just as a general question, did Supervisor Maher ever come to you in regards, say, since Chief Ribera has been Chief of Police, in regards to any decisions that he wanted made in the San Francisco Police Department or he was able to make in the San Francisco Police Department?

ALIOTO: No, you know, he has never, ever, ever, come to me to an issue until the last week.

HUEGLE: Okay. And that, that's, I'm just specifically asking you . . .

ALIOTO: I mean, there's a letter, he's asked me to join a . . .

HUEGLE: . . . in regards to the Police Department. I'm just . . .

ALIOTO: . . . he asked me to sign a letter on Friday. And I said no. And he asked me to join him in a letter again today. It's the first time in my career that Bill Maher's ever asked me to do anything.

HUEGLE: Okay, fine.

ALIOTO: He does not, we are, we are political, you know . . .

HUEGLE: Opposite ends of the pole.

ALIOTO: . . . opposite ends of the pole. And absolutely no connection with each other. Which was why I was distressed to read in yesterday's paper that I was a vote for Maher. That simple is a lie.

HUEGLE: Okay.

ALIOTO: And the Examiner reported it and I called the me- . . . I called Bill Hearst immediately. And I called everybody I could think of, including the Mayor, to state that that was a lie. I have never said how I would vote in any proceedings 'cause I wouldn't know until I saw the facts.

HUEGLE: Sure. Just to let you know, Supervisor, if there's anything else you'd like to say before we conclude the interview?

ALIOTO: Yeah, it's disgusting.

HUEGLE: Okay.

ALIOTO: The whole thing is very unfortunate and disgusting when we have so many serious problems going on. And I would imagine that this is going to be played out in an impeachment proceeding that is going to seriously hurt the City.

HUEGLE: Right. And just as it's possible as a followup there possibly may have to be some further question in regards to what was said to you in regards to those, the day that, the night they were over to your house and the following day in regards to some followup questions, if you wouldn't mind . . .

ALIOTO: Oh, no, she wasn't with him the night.

HUEGLE: No.

ALIOTO: She was at the . . .

HUEGLE: Just with Bill. No, I'm just saying . . .

ALIOTO: . . . she was literally in the Examiner's famous . . .

HUEGLE: Right.

ALIOTO: . . . now famous editorial room.

HUEGLE: Correct.

ALIOTO: But her leg wasn't broken.

HUEGLE: Or a hospital treatment room. That's right. So I'm just saying there might have to be some followup questions in regards to that night and the following day at your house, if you would be so kind to avail yourself of that?

ALIOTO: Oh, absolutely, anytime.

HUEGLE: Okay.

ALIOTO: Anytime, officer.

HUEGLE: Thank you. We'll end this interview at this time. Same two parties are present.

# INTERVIEW OF CAPTAIN JOHN NEWLIN

HUEGLE: Today's date is the 27th of January, excuse me, the 27th of February, 1993. The time is 9:42 AM. We are presently at Special Investigations Division, San Francisco Police Department, 850 Bryant Street. I'm Inspector Bob Huegle, currently attached to the Special Investigations Division. With me in the room is John Newlin, Captain of San Francisco Police Department. And also in the room is Captain John Willett, Captain of Special Investigations Division.

This is a police inquiry into the complaint of Chief Ribera of Supervisor Maher's interference in the San Francisco Police Department and this is a taped interview with Captain John Newlin at this time.

WILLETT: John, I want to thank you for coming down here. You realize that you're just a witness to that? This case?

NEWLIN: Yes, I realize that.

WILLETT: And that anytime during this interview you can either or not answer the questions?

NEWLIN: I understand.

WILLETT: And that also anytime during this interview, if there are any questions that you don't want to answer or if you want to conclude the interview, you can conclude it at any time.

NEWLIN: I understand.

WILLETT: John, do you work, what is your job title?

NEWLIN: I am Executive Director of the Department of Parking and Traffic, detailed over from the position as Captain of the San Francisco Police Department.

WILLETT: Do you in your own mind think that you fall within the control of the San Francisco Police Commission?

NEWLIN: Yes, I would think, well, it's, I'm reporting currently to the Department of Parking and Traffic Commission. I'm still an employed member of the San Francisco Police Department. So I would assume that I have responsibility to that body.

WILLETT: At this time I'm going to turn the interview over to Inspector Bob Huegle.

HUEGLE: John, going back to, maybe we should clarify some relationships in this scenario in regards to Chief Ribera, Supervisor Maher, and Officer Joanne Welsh.

NEWLIN: Sure.

HUEGLE: Can we start with, in regards to Officer Joanne Welsh. How long have you known her?

NEWLIN: I met her in 1989 when I was assigned as Captain of Investigations.

HUEGLE: Okay. And can you describe to us your relationship with her since 1989 to this present time?

NEWLIN: She, I would consider a friend, somebody I have interacted with to various degrees. Obviously when we were working together both in Investigations, and at Mission Station, seeing her on a more frequent basis. Other assignments, like my current assignment, or at Narcotics, less frequently there would be interaction.

HUEGLE: She worked for you at Mission Station?

NEWLIN: That's correct.

HUEGLE: Okay. Also worked for you in Narcotics Detail?

NEWLIN: No.

HUEGLE: Okay, now. Worked for you at some point in the Bureau of Investigations?

NEWLIN: No, that's not correct. She was, both her and Chief Ribera were assigned to Special Projects and reported to, directly to Deputy Chief Gurnett.

HUEGLE: Okay. And was there any other assignment that she worked for you under that we haven't just talked about?

NEWLIN: No, the only time she was actually under my command, as it were, would be during the time of her assignment at Mission Station. Which was, I would approximate, about a year.

HUEGLE: Okay. Also, do you have a personal relationship with Officer Welsh?

NEWLIN: Yeah, I mean, we're friends. My daughters babysat her daughter. And, you know, we would, she'd invite me to parties at her house on various occasions over the years.

HUEGLE: Okay. Could you describe your relationship with Chief Ribera?

NEWLIN: Pretty much parallel. I had known Tony prior to '89, unlike Officer Welsh who I didn't know. However, it was just a passing acquaintance. As a result of that particular assignment where we were working in adjacent

NEWLIN: (cont.) offices, we became more friendly and it developed to a friendship not unlike Joanne's where he would invite me over to his house for functions with his children and, you know, christenings, or graduations, that type of friendship. Again, interacting on a, not a regular basis, but we would get together every once in a while.

HUEGLE: Okay. And your relationship with Supervisor Maher goes back to when?

NEWLIN: My interaction or relationship with Supervisor Maher pretty much was just his association with Officer Welsh.

HUEGLE: Okay.

NEWLIN: And so that any time that I would interact with her, or, you know, her interaction with him seemed to be the, in other words it was a different type of relationship. My relationship with Chief Ribera and Officer Welsh was one of, you know, mutual friendship. In fact, on several occasions the three of us would go out and do things together. But with Supervisor Maher, it was just done in association with his relationship with Officer Welsh.

HUEGLE: Okay. Do you have a social relationship with Supervisor Maher outside of Officer Welsh and Chief Ribera?

NEWLIN: No, no, I never socialized with Supervisor Maher . . .

HUEGLE: Prior to . . .

NEWLIN: . . . when there wasn't all of us around.

HUEGLE: With Officer Welsh or with Chief Ribera.

NEWLIN: Right.

HUEGLE: Okay. Prior to that, in regards to any police type of interaction between yourself and Supervisor Maher prior to Officer Welsh or even Chief Ribera, how far does that go back?

NEWLIN: Oh, as a Supervisor and my functioning in various roles in the Police Department, probably most specifically when I was Captain in Traffic that I would interact with him in terms of street closures or different legislative matters before the Board of Supervisors. But, you know, it was just isolated incidences.

HUEGLE: Okay. That was on a professional level and having to do with the Police Department.

NEWLIN: That's correct.

HUEGLE: Would it only be in that capacity going back to that time that you . . .

NEWLIN: That's correct.

HUEGLE: All right. Any other capacity in regards to a police matter that he would be involved with with you?

NEWLIN: No.

HUEGLE: When's the last time you talked with Supervisor Maher, either in person or by phone?

NEWLIN: I believe the last conversation was . . . Actually, I saw him, I went to, Muni had an Employee Recognition Day at the Oz, the nightclub on top of the St. Francis, which I was invited to by Muni. So I went up there and, to stop by, and he showed up with Joanne Welsh's baby. So I saw him that night.

HUEGLE: When was that, approximately?

NEWLIN: That was Thursday, the Thursday that the allegations were made by Officer Welsh to the Examiner.

HUEGLE: That would be Thursday, February 11th.

NEWLIN: Yeah, I, right. So that was the last time I saw him. And then earlier that day I had spoken to him on the phone.

HUEGLE: Could you relay to us the conversation you had with him on the phone on the 11th?

NEWLIN: Yeah, actually, you know, I'll be happy to do that, but, you know, in trying to define the relationship, there's a sequence of events that led up to that. And instead of going to that and jumping backwards, I might just explain what I've got and then, you know, it's not I'm avoiding this question, it's just that you're asking me like some Thursday and I think there's incidences that built up to that.

HUEGLE: Right. I was just going to start back and go that way. But I think it would be more comfortable for all of us and easier to explain if you start from there and work up to that.

NEWLIN: Okay, yeah. Let me say everything and then if I don't address something, please go back.

HUEGLE: Sure.

NEWLIN: And the reason I did that is because these things were happening and I'll explain it. And after everything happened and I was asked to come in and respond to him, I made some notes trying to pin down exactly what happened. Now, I will say this happened on a certain date or certain time, but I'm not sure. And while I'm sure about information that was given to me, I can't always be 100% sure it was this phone call or that phone call because there were several of them.

So let me go back and, again, going back to your earlier questions about the relationship with us and the friendship, we were friends, we got together. And when I, actually, Supervisor Maher came out to visit me at Mission Station when I was assigned out there and asked me to submit my resume for this position as Director of Parking and Traffic. And he says, you know, you have a good traffic background. I think that you would be good at this. Why don't you put in your resume? So I was, some thing that I was saying Bill, what am I doing? And he encouraged me to do it, and so I did it and I eventually got the position. So I, and I believe, and I think he mentioned that part of the reason that he came out and saw me and encouraged me to do that was that Joanne Welsh had said that I had a real good traffic background and she was certainly supportive of my abilities as a manager, and stuff like that. So he said that, you know, based on her recommendation that he also would recommend me for the position. So I just put in my resume.

So, ultimately, when I got the position, I was, you know, obviously pleased and I took Tony Ribera and Bill Maher out to dinner. And I invited Joanne and she had some other commitment but joined us later. So we went out and celebrated it, the occasion. And that was the time that, at, you know, there may have been others but I specifically remember at this particular occasion that conversation was, gee, it would be nice if Tony got to be Chief of Police at that time. And so everybody was, like, collectively supportive of that idea and so we all said that we'd all go out to dinner if Tony got to be Chief. That since I was paying for this dinner that if he got the job we'd all go out to dinner on Tony if he got it. I don't think I'll ever see that dinner.

HUEGLE: Can you tell us approximately when that was, John?

NEWLIN: Well, I got the position, yeah, I can tell you approximately . . .

HUEGLE: First of all, the date of your job, when did you . . .

NEWLIN: Yeah, it was like September, I want to say like late September.

HUEGLE: Okay.

NEWLIN: September 20-something, 21st or something, I was appointed.

HUEGLE: Okay.

NEWLIN: So it was like, I would guess it was sometime in October.

HUEGLE: Okay. The following month.

NEWLIN: Yes, subsequent to getting the position I believe that is when this particular interaction happened. So that was it and then I got my job. And then ultimately Tony, you know, I heard on the news, actually I was working, that he was to be named Chief of Police. So I came down to the Commission meeting that night, I left work. And ultimately we all ended up back at Tony Ribera's house, you know, and had some champagne to celebrate. And there was, you know, Tony's family, of course, and then Tony, myself, Joanne and Bill Maher were there. So, again, it just was kind of a friendship thing and that was it.

And then things went on and Joanne got the position as Public Relations Officer. And I was doing my job, they were doing theirs. And there wasn't a lot of interaction between us at that time 'cause, you know, I guess everybody was busy doing their thing.

And then I heard that there was, oh, I know, then Joanne invited me to a fundraiser for a charity that she's involved in. And so we went out, and it was somewhere out on Taraval Street. And she was there and then Bill showed up and Tony showed up later and Carl Tennenbaum showed up later.

So we were all at this particular occasion and after that, I guess, after that I had gotten information, I guess it was from Tony or something that, or talking to maybe even Carl or maybe, probably bits and pieces from various people that there was a problem with, you know, Carl. And there was a, you know, negative interaction between Carl and Joanne. And all this going on, it was causing a lot of hard feelings.

And, since again, Joanne and Tony and I had all been friends, I felt bad about this and I, you know, it seemed to me a lot to do about nothing. So I had called Joanne and said, you know, why don't you just let this thing cool off and this and that. And, let's see now, let's get into . . .

HUEGLE: Was that call to her at work or at home in regards to that?

NEWLIN: Yeah, yeah. And I . . .

HUEGLE: And approximately when was the dinner that this happened at when the talk, you know . . .

NEWLIN: Well, we were all together then. There wasn't much discussion that night. I mean, we were all together. In fact, there was, I don't think there was any . . . Actually, at that time everything was fine. It was just shortly after that that, I guess things, that was the last time, you know, we were all together.

HUEGLE: Was that in a restaurant setting?

NEWLIN Yes, yes.

HUEGLE: Yourself, Officer Welsh, Supervisor Maher, Chief Ribera, . . .

NEWLIN: Carl Tennenbaum.

HUEGLE: And Carl Tennenbaum.

NEWLIN: Were all there.

HUEGLE: Anybody else?

NEWLIN: Oh, I mean, the place was loaded, I mean . . .

HUEGLE: No, I mean just . . .

NEWLIN: We all happened to be at a table.

HUEGLE: Same table.

NEWLIN: Right.

HUEGLE: Okay.

NEWLIN: You know, but actually they were down at the other end.

HUEGLE: Approximately when was this?

NEWLIN: This was a Sunday, let me look at my calendar here, and I can probably figure it out. February . . .

HUEGLE: What is it, sometime in the first week of February?

NEWLIN: Yeah, just hang on here. I would guess, I'm just, I'm guessing Monday, Sunday February 7th, oh, no, here it is, I got it down. It was Sunday, January 24th.

HUEGLE: January 24th, Sunday.

NEWLIN: Fogbank Restaurant, 30th & Taraval.

HUEGLE: Okay. From there, from there . . .

NEWLIN: Okay. So then, you know, I heard all this friction was developing. So again I tried to get everybody, you know, to have cool heads prevail and stuff like that. So it, there's was a phone call, I said, you know, and again I remember having a phone call, picking up the information that, basically it came to my attention that Joanne wanted Carl transferred out of the, quote/unquote, 5th floor. And when I talked to her, you know, there was no other, the only way that she would be satisfied in resolution of this conflict was that if Carl got transferred off the 5th floor. You know, it wasn't even a question of whether he was out of Public Affairs or not. She wanted him off the 5th floor.

HUEGLE: Was she asking you or telling you that that's what she wanted?

NEWLIN: That's what she wanted. That's what she was telling me, that that was the only way this thing could be resolved. And my response was just, you know, hang on, you know, everybody's excited now, just give it a little time to cool down before anybody does anything rash.

HUEGLE: At that point, John, just to sum, had she said that she had made this request or asked this to be done to anybody else other than talking to you about it?

NEWLIN: I don't recall specifically. I mean, I'm under the impression that this information was, you know, I'm certain that that, you know, was conveyed to the Chief.

HUEGLE: Were these in telephone conversations with you or in person

NEWLIN: I believe it was all telephone conversations.

HUEGLE: Okay. She would call you at work or at home?

NEWLIN: At work, or at home.

HUEGLE: Okay.

NEWLIN: Again, there was a co-mingling of calls in both directions. So I can't distinguish, you know, and I don't have specific recollection whether I was sitting at work or sitting at home when this hap-, you know, this type of conversation happened. After this particular phone call, I can recall having a phone conversation with Bill Maher, who said the same thing. He said that Tennenbaum has to be moved off the 5th floor.

HUEGLE: Okay. That would have been all after the 24th of January?

NEWLIN: Right, right. Let me go down that, now I have, I'll refer to my notes here 'cause I, I, there were things conveyed in specific phone calls. Now I remember talking to Joanne Welsh and I remember her saying that, and I believe this was at the initiation of me that I called her to try to get things down, and again she stated that she was, the only way this was going to be resolved that she demanded that Carl be transferred off the 5th floor. That Tony doesn't want to make an enemy of Bill. She says, you know, he's making a big mistake because if he doesn't do this, you know, he's making an enemy of Bill. And that would be a big mistake. And that she can't control Bill she said. She said, I, you know, I was saying, well, you know, calm things down. I said, give it time, you know, I mean it just seemed so ridiculous, you know. And she said, I can't control him, you know, I just, you know, I'll try or something like that. But I can't control him.

Then I talked to, after that phone conversation, he made statements, he would talk in, to me he says, this is war. He used that expression. He said this is was. He says if, the Chief is history if Carl Tennenbaum is not transferred. He may win the battle, but he's going to lose the war. That was the kind of rhetoric he was giving me. And I said . . .

HUEGLE: Let me just stop you there, John. Is that telephone conversation to you? From him?

NEWLIN: Right, right. Well, again, I don't know if I, I believe he called me, but, let's see, I think, you know, and again, there were, yeah, I believe he called me. But, you know, and again, I'm not, you know, I'm fairly certain that that particular call that information was conveyed on a phone call he generated to me.

HUEGLE: Approximately when is that?

NEWLIN: Again, this whole, you know, between now or between the time this thing . . .

HUEGLE: Between the twen-, after the dinner of the 20 . . .

NEWLIN: Oh yeah, it was much closer, well, what date did she go to the Examiner? On that Thursday.

HUEGLE: That'll be Thursday, February 11th.

NEWLIN: Okay. Thursday, 11th. So I would say that these phone calls all occurred in the first two weeks . . .

HUEGLE: Of February.

NEWLIN: . . . of February, leading up to that.

HUEGLE: Prior to February 11th . . .

NEWLIN: Right.

HUEGLE: . . . or in the first, the first ten days of February.

NEWLIN: Right. And most recently, you know, those, those days leading right up to, you know, the Thursday the 11th.

HUEGLE: Could we just expand on that, the last call you told us that you got from him in regards to, you know . . .

NEWLIN: Right.

HUEGLE: Why was he asking, what did he think you could do for that?

NEWLIN: Well, I guess that, I would assume it was because I had tried to put myself in a position of, you know, being a mediator in this thing. You know, I wasn't telling anybody what to do or what not to do. Actually my position was, you know, to me it seemed so silly that, you know, just, I just thought it was bad. It was bad for the City; it was bad for the Department. And I just, again, it just seemed like everybody was really emotional about it. So I just, my approach was calm down. And so I did get involved in it. I did go around. In fact, I stopped by his office one day and, you know, kiddingly, just walked in, you know, 'cause, again, this was heating up. And I just said, you know, you got to, you got to stop this stuff. I said you're the real smart guy. I said you're . . .

HUEGLE: Now whose office are we talking about here?

NEWLIN: Maher, Maher.

HUEGLE: Okay.

NEWLIN: I was at City Hall and I just, I opened the door and I like talked to him across the room.

HUEGLE: Uh-huh.

NEWLIN: And I just said, hey, you're the real smart guy. You know, I said, you know, use your brains and resolve this thing. Don't get into a big war, you know. And he just, you know, there was, I didn't even stick around for a response. I just stuck in. So that, I'm just giving you that as to answer your question why he may have called me.

HUEGLE: Okay.

NEWLIN: Because I definitely, you know, interjected myself into this. And again, not in terms of I could broker solutions but pretty much my, you know, my role was one of just trying to get everybody to calm down. And I figured they could work out later after . . .

HUEGLE: Okay.

NEWLIN: . . . you know, wasn't such a, an emotional thing.

HUEGLE: Why don't we, uh . . .

NEWLIN: Okay. Then, uh, the, uh, Wednesday night I believe, again going to my notes, Wednesday night the 10th, Joanne calls me and I believe it was home. You know, again I'm not totally sure, but I got Wednesday night down.

HUEGLE: Okay.

NEWLIN: I think my recollection was it was that night. She calls me and she says, well, she says, she was very upset. And she says I told Bill about the earrings, that my authority's been undercut up there, you know, that my authority as Public Relations and that, you know, obviously he had a press conference without telling me about this. So this is it, I can't tolerate this anymore, you know. And you know, and then she says I told Bill about the earrings.

HUEGLE: This, you feel this was February 10th . . .

NEWLIN: Right.

HUEGLE: . . . in the evening hours, John?

NEWLIN: Yes, yes.

HUEGLE: Okay.

NEWLIN: And then . . .

WILLETT: Excuse me, John.

NEWLIN: Yeah.

WILLETT: This is for my own clarification.

NEWLIN: All right.

WILLETT: What did that mean to you, about the earrings? When she said that.

NEWLIN: Well, again, that falls over into this other investigation . . .

WILLETT: Oh, okay. That's all right. We'll just on.

NEWLIN: Yeah, no. It's just that, it's simply put that, you know, and I'm sure it's a matter of record, again I guess it may vaguely tie into this, but she just, when we were working together back there she had mentioned to me that she had been the recipient of these earrings and she brought it, you know, that's, you know, I, you know, brought it up again. So anyway . . .

HUEGLE: So this phone call comes from Officer Welsh to you at home?

NEWLIN: Right, right.

HUEGLE: This conversation was just kind of basically related. Is there more phone calls that evening from Officer Welsh other than just the one phone call?

NEWLIN: No, no, no, that was, that was it. And, uh . . .

HUEGLE: Did she . . .

NEWLIN: . . . she was real upset.

HUEGLE: Did she say what Supervisor Maher was going to do in regards to that?

NEWLIN: I don't, no, I don't, I, she may, you know, I don't recall anything specific about what he may or may not do.

HUEGLE: Okay.

NEWLIN: Now the next day, Thursday during the day, I was initiating a, going to do a press release on reinstituting the Block the Box Intersection Blockage program. Now at sometime in the past, Maher had mentioned his interest in that program and that he would, you know, like get involved and get me more parking controllers to help do it in a much broader basis or, something like that. So just as a courtesy I called him Thursday, just totally, again this thing was, you know, just, not in my mind at all. I called him. He wasn't there. I left a message that I called. And I just wanted to give him a courtesy call saying that I was going to do a press release and, you know, since he had talked about it, stuff like that. And it was a program that he supported. I didn't know if he wanted to get in on it or, you know, whatever.

So he calls me back and I just, again, I explained to him that the Block the Box program was going on and he said fine, that's great. And he indicated to me no interest in getting involved in it in any dimension, which was fine.

NEWLIN: (cont.) Then he got on the subject of the whole issue that we've been talking about. And he says, well he says, I've finally figured what's going on. He says I finally understand why Tony is doing this to Joanne. And he says to me, he says, he's jealous because I have her. And that, you know, so he's doing this to her. And I said, you know, that's ridiculous. I said, Bill, come on, you know. And he says I couldn't understand it, I couldn't understand why all this was going on before. But now I understand it and there's going to be a change. And, you know, and, that, you know, I just said, oh, you got to be kidding, you know. And again, I didn't give it much credibility in terms of a phone call. And then . . .

HUEGLE: Let me just stop you there, John. You said there's going to be a change. Did he expand on that? Did you ask him what he meant?

NEWLIN: Well, the inference was, the irate call was that, you know, he was going to go after Ribera.

HUEGLE: Okay. Did he ever specifically tell you he was going to go after Ribera?

NEWLIN: Yeah, he, in some of these other conversations he said that, you know, if he didn't, if Tennenbaum wasn't moved off the 5th floor that he would work to see that, you know, it was war, that he was going to, you know, go after his job.

HUEGLE: Did he specifically say how he could do that?

NEWLIN: No, no. He just, you know, he would, you know, again I didn't take a lot of this serious. In fact, you know, my manner of conversation is I like to inject humor and I like to defuse things. So I would kid him and I'd say, well, I said, you know, that's ridiculous, I said, unless I'm in line for the job after him. Then I said maybe we could work something out. You know, I would just kiddingly just say things like that.

But he was very specific that, you know, again it all centered around this interaction, whatever it was or whatever it wasn't, between Tennenbaum and Joanne and, ultimately, the Chief, in terms of, you know, the guy had, it all focused on Tennenbaum, at least in the conversations I had. And the insistence was that there was no negotiation, that there was no other option but that he had to be moved. They kept saying, the both of them would say, he has to be moved off the 5th floor. And Bill Maher would say that if it wasn't, you know, done that it would be war, that he was going after the guy.

HUEGLE: Let me let you finish with that, then we'll just go back briefly and talk about . . .

NEWLIN: Yeah, okay. So, and then they, and then, again I'm recounting my interaction with these parties to the best of my recollection. Again I saw Bill up at Oz and he was with Mary Kate, Joanne's daughter, and he seemed nervous to me. He didn't, they were acknowledging all the . . .

HUEGLE: Was Joanne also there?

NEWLIN: No, no.

HUEGLE: So he was there with the daughter.

NEWLIN: Yeah, he was there with the daughter and he mentioned he was looking for Kay Yu.

HUEGLE: Who was Kay Yu?

NEWLIN: Kay Yu is his wife, or wife that he's in, I don't know what the relationship is. And he just said he's looking for her. And again he seemed kind of agitated and nervous because they had, you know, a podium where the, you know, the Supervisors and representative of the Mayor and stuff like that were up there. And they kind of motioned for him to come up and he indicated no, he didn't want to come up there. And then, I said do you want me to watch Mary Kate? And he looked like he, again, he was kind of nervous and wanting to go. And I said do you have something you want to do or something. I said, you know, I had a date there and I said, you know, we'll watch Mary Kate or something. And he tried to have Mary Kate come over with me, but she started crying and so that didn't happen.

HUEGLE: Okay.

NEWLIN: And then, then he left. Then I left there. And so then I, again I was out that evening and I got home late. And the Examiner called me and said that, you know, we had Officer Welsh down here and she's made all these allegations and she said, you know, you've been named as somebody that can support her testimony.

HUEGLE: Was that a phone call that evening?

NEWLIN: Yeah, Thursday.

HUEGLE: And do you know basically who called you from the Examiner?

NEWLIN: Paul Avery.

HUEGLE: Okay.

NEWLIN: Paul Avery. And so I just, you know, I was mad that they got my home phone number and . . .

HUEGLE: You think, uh, that was given to him by whom?

NEWLIN: Joanne. I mean, I, I accused her of it, or discussed it with her and she, she just, well I'll get into . . .

HUEGLE: Go ahead.

NEWLIN: So anyway, you know, he says, you know, there's been allegations that you're aware that he was groping and kissing her and stuff like that. And I said that's ridiculous. That there was, you know, to my knowledge, never any, she never came to me with any such statements. So that was it.

So then she calls me that night after this. So now it's getting late. And she calls me. And she says, and I go what's going on, you know, and she says I had to do it. She said I had to do it. She said, uh, he jumped the gun. He leaked the news out to Matier and Ross this morning that I was getting moved, that I was out of there. So I had to do, you know, that's why she indicated, he did that, meaning Ribera, she said that he leaked the information to Matier and Ross. I got information that he'd gone to Matier and Ross and leaked information that I was being transferred. So I had to go down and do this. And I just, then I, and I just said, well . . .

(END OF TAPE, SIDE 1)

HUEGLE: This will be side two of the same tape. Same three parties present. Go ahead, John.

NEWLIN: So I think I was concluding with the phone call that she'd gotten. She indicated that she had to do this, that this, you know, again based on the fact that she was doing this in response to word that she had gotten that Matier and Ross were going to publish a story, I believe Friday, that she was being transferred. And so that she did this as a countermove. And I, you know, I just expressed dismay. By then I knew that, you know, having gone to the paper and having been called by the paper that there really wasn't anything to say. You know, there was no mediating this thing any further. That it was, it was already done. So I, you know, I mentioned my dismay at, you know, her giving the phone number to the press. And she said well, you know, they've been calling me all the time. You know, it's just like, shouldn't be a big deal.

NEWLIN: (cont.) So then, I received then two more phone calls from her. One where she, it started out friendly and then expressed dissatisfaction with the statement that the newspaper had made about my response to the allegations. And I just said that, you know, something that, I mean, I didn't want to comment on it. I didn't, you know, I didn't want to get into whether, you know, I made some reference that, you know, it's so ridiculous to think, you know, facts are transmitted accurately in the press, number one. And secondly, that the whole press is being used to resolve this thing altogether.

It's just, you know, I expressed utter disgust on the whole using the media as a way to deal with this. I perceived somewhat of a veiled threat by her. You know, she said, well, something to the effect that, you know, this could be trouble for you since you're saying things that are contrary to what I'm going to have other people say. That this could hurt you. And I just said, Joanne, I'm going to go and say what I know and that's it. And if it hurts me then, you know, we're all responsible for our own destinies. And I said I'm just, I'm going to say what I know and that's it. If it hurts me, it hurts me. If it doesn't, it doesn't. You know, and I just said I'm not going to worry about it.

HUEGLE: Did she get any more specfic with that, John?

NEWLIN: No, no, I was just, you know, I was just, wasn't in the mood for a, a deep sharing phone conversation. And then one more phone call. She called me in the morning; I was ready to go to work. And she seemed to be very upset and nervous and, you know, she just, almost, the, uh, and so she just, she called me and said are you, are you going to tell the truth. And I said of course I'm going to tell the truth. And then there was just silence at the other end of the phone. And I said, Joanne, Joanne. And she was there but she wouldn't talk, you know, just silence. So I said listen, I got to get to work, you know. And that was the extent of the conversation.

HUEGLE: Would that have been the last call then, John?

NEWLIN: That's the last conversation I had with her.

HUEGLE: Okay.

WILLETT: John, just going back to prior to the Chief Ribera being appointed. In your conversations with Maher, with Ribera and Joanne, did you ever hear any discussion regarding her getting the job of Public Affairs once Tony was appointed Chief?

NEWLIN: No.

WILLETT: When Jerry Senkir was transferred, do you remember about that time that he was transferred out of . . .

NEWLIN: Yeah, I, I, actually my recollection was that I was aware that Joanne had gone down to work with Jerry and work out of that office. And I know because she came by our department, we are going to do a couple of, well we did the Union Square program together, the safe shopping, and the traffic control. So there was some co-mingling of, you know, media type events between the two departments. But again, I wasn't really focused on the day to day things going on in the Police Department.

And, in fact, I was very surprised, I guess there was an article in the paper about Jerry being, you know, wanting to be transferred out to Juvenile or something like that, and that he left. And that the interview was after he had been out there, and I forget the context of the interview, but there was something about how he had moved out there and stuff. And that was the first time I'd even heard that he wasn't, I had assumed that the two of them were working up there together. That I, I didn't know anything about him moving.

WILLETT: Joanne didn't ever say that she wanted Jerry out of Public Affairs?

NEWLIN: No. No.

WILLETT: Now how about, did you, did she ever discuss with you Frank, do you know Frank, the person that works in Public Affairs with Joanne now?

NEWLIN: Ah, no. I don't know him.

WILLETT: And she never discussed about getting Frank out, promotion?

NEWLIN: No.

WILLETT: And Bill Maher never discussed Jerry or never discussed Frank at all?

NEWLIN: No.

HUEGLE: John, let me just maybe clarify a couple of things that we talked to in regards to Supervisor Maher saying that we're at war.

NEWLIN: Uh-huh.

HUEGLE: That if these things weren't done . . .

NEWLIN: Well, yeah, he said this will be war.

HUEGLE: This will be war.

NEWLIN: It's war. Something to that effect.

HUEGLE: Okay. Did Supervisor Maher ever tell you in phone conversations or in person that he was responsible for Chief Ribera getting the Chief's job?

NEWLIN: No, I, you know, I don't think he said, you know, I got him the job or anything like that.

HUEGLE: Did he say that he was a power broker or political player in regards to being able to help or even influence the Mayor in regards to getting Chief Ribera the job?

NEWLIN: I think that, and again I don't know if it was in phone conversations or, you know, like these situations where we were out to dinner or at a party together. I mean, I was certainly aware that he, well, I was aware that he verbalized that he had lobbied for me for this particular position and that he had lobbied for the Chief.

HUEGLE: Right. Did he ever mention that he lobbied anybody else other than Ribera at the time for the Chief's job? Or was it your knowledge that he had only lobbied for Ribera?

NEWLIN: Only Ribera would be my knowledge.

HUEGLE: And he also just lobbied for you in regards to the other job?

NEWLIN: Right. I mean I don't, you know, I mean I wouldn't expect him to come to me and say I was also supporting somebody else. I mean anything could happen, you know, especially in politics, but, you know, and it wouldn't surprise me because I, you know, I mean my attitude was that, you know, we're aware of the system and that people have traditionally, you know, put input in when they favor a particular candidate.

But my reaction, both to the appointment of Ribera and the appointment to myself, was that we went through independent interview processes through various people and were selected. And that while having people support you was of benefit, that I never saw like Maher as being responsible for, you know, me getting the job.

HUEGLE: Okay.

NEWLIN: Now what he thought about it, I don't know. Same thing with Ribera. He may have supported the appointment of Ribera, but, you know, I never considered him to be, you know, the sole person responsible for the appointment. But again I don't know how he perceived it.

HUEGLE: In regards to Carl Tennenbaum, when he says we're at war . . .

NEWLIN: Right.

HUEGLE: He specifically said that he wanted him out of there?

NEWLIN: Yeah. Off the 5th floor was the . . .

HUEGLE: Off the 5th floor.

NEWLIN: Off the 5th floor.

HUEGLE: Okay. That this, myself and Officer Welsh wanted this, or I wanted this?

NEWLIN: Well, I, I mean I had conversations with both of them that both indicated that that's what they wanted.

HUEGLE: They wanted this.

NEWLIN: Wanted that.

HUEGLE: Did Maher ever tell you how he could do that? If it wasn't done, how he could do that?

NEWLIN: No, I don't think, you know, it, you know, he didn't say, you know, I'm going to do this or do that, no. I don't remember any.

HUEGLE: Okay. Did he ever say I can talk to the Mayor about doing this if Chief Ribera is not able to do this?

NEWLIN: Well he would, you know, I mean he, in conversations he would frequently say things like I'm meeting the Mayor this morning. So, I mean, it was apparent that, you know, just based on conversations or the recipient of his information that he interacted with the Mayor. But he, you know, what he said or didn't say to the Mayor, I wouldn't have any idea.

HUEGLE: Just in your own perception of his, have an open door policy with the Mayor in regards to a matter like this? And could discuss it with him? It would be fair to say?

NEWLIN: Yeah, I would say that, you know, he gave the impression that he would, would be and probably wanted to, you know, talk directly to the Mayor about this particular situation.

HUEGLE: Any other issue we discussed with you, John, in regards to personnel within the Police Department currently and, or at any time?

NEWLIN: No. I mean, I don't recall anything, no.

HUEGLE: Approximately then when was the last time you'd spoken or talked to him then? Would be?

NEWLIN: The last time I saw him is I had to bring some legislation before his committee and he motioned me up and asked me if I had been interviewed yet by Management Control.

HUEGLE: Okay. And that was approximately when, this last week?

NEWLIN: Yeah, like a week, last week or the week before.

HUEGLE: Okay.

NEWLIN: In fact, I can, not that that's that important but I think that I have a notation . . .

HUEGLE: It would be some time in the last week.

NEWLIN: I believe it was on Thursday the 18th.

HUEGLE: Of this month.

NEWLIN: Yeah.

HUEGLE: Okay. That would have been . . .

NEWLIN: February. Yeah, I mean it was just a passing comment. He just says . . .

HUEGLE: Just a couple of more things. Did you ever talk to Chief Ribera in regards to the phone calls that you were receiving from Officer Welsh? And Supervisor Maher, what he wanted done or was saying he wanted done? Or what Officer Welsh wanted done?

NEWLIN: I talked to the Chief, but I didn't feel it was appropriate to, you know, 'cause again, number one, I didn't put much credibility in it and I thought that by relaying this type of information would just add to the levels of tension and anxiety and combativeness that seemed to be generating out of this incident. And again, my interaction was to just try to cool things off. So I never told him that he said, you know, he said/she said type of information, no, I didn't.

HUEGLE: He was unaware of their conversations with you?

NEWLIN: Right.

HUEGLE: Anything else you would like to add to this, John, before we end the interview that we might not have asked and that you want to say before we end the interview.

NEWLIN: No, I think we covered everything that I have.

HUEGLE: Okay. We'll end this interview at this time. The same three parties are present. The time is 10:27.

HUEGLE: We're back on the tape. We wanted to clarify the last question. John, why don't you just clarify what we just asked you about, about your last conversation with the Chief in regards to this incident.

NEWLIN: Right. I, you know, I wanted to clarify that when you said did you transmit this information to the Chief and I said no. I did not transmit it to him in terms of, you know, anything as these events were unfolding. Later on when everything happened and, probably a week ago or so, I had an opportunity to tell him that I had received these calls where, you know, this information was conveyed. But during the situation and the interaction between all these people, no, I never did discuss it with him. But later after this all happened, I did.

HUEGLE: Okay. In regards to that, we'll end this interview at this time. Same three parties are present. The time is now 10:28.

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February 26, 1993

Captain of Police John Willett, SFPD
Special Investigations Division
850 Bryant Street
San Francisco, CA 94103

Dear Captain Willett:

This office represents Supervisor Bill Maher in all matters attendant to the Complaint made by Chief Ribera to the Honorable Police Commission.

We have serious reservations about the appropriateness of the Police Department as the agency to pursue the Chief of Police's allegations pertaining to Supervisor Bill Maher.

It is my understanding that you have been designated the head of an Investigative Team to ascertain the truth or falsity of Chief Ribera's allegations pertaining to Supervisor Maher. In that the complaint has been made by the head of your department to the Police Commission that appointed him, we have serious doubts as to the legal efficacy of the procedure being employed herein and the inherent bias that such procedure affords and favors the complainant.

However, in that Supervisor Maher is an Elected Public Official, he feels duty requires him to issue, through this office, the following statement which should satisfy relevant and material inquiries that you would be making and herein responds to your inquiry in the "First Person" as follows:

> "I first met Captain Ribera in the Summer of 1992. We struck up a friendship and we began to talk regularly about the future of the Police Department. He asked me for my help in his quest to be Chief and I agreed to support him.
>
> Later when Captain Ribera became Chief, we

continued to socialize and to talk about his agenda for the Department. We talked regularly and he often asked for advice and help. We shared many common convictions about the direction that the Department needed to go. We talked about community policing, citizen relations, integrating the force and crime problems. We also had political discussions about his Commission, the Board of Supervisors, the Mayor's Office and many other current political concerns.

During this time, I was at his home several times. We went to a 49ers game. We went regularly eating and drinking together both alone and with friends.

I would call the Chief and he would call me or ask others to tell me what he was concerned about. At no time did the Chief, prior to the incident in his office, indicate to me that he felt that I was interfering in the Internal Affairs of the Department. Often the Chief asked my advice about individuals in the Department or in the community. He did this with both sworn personnel and with civilians. At no time did I ask or tell him to promote or demote anyone. We also had talks about mutual friends in the Department and how they were doing. I went out dining or drinking on a number of occasions with the Chief and members of his staff.

It is often difficult to give an absolute characterization to animated conversations when they involved personal friendships, political thoughts and current affairs. I can only say that at no time did I interfere in the Internal Affairs of the Department and at no time did the Chief ever indicate to me that he felt I was doing so.

It was no secret that at the time I also had a personal relationship with Officer Welsh. As her relationship with the Chief deteriorated, it impacted my relationship with the Chief also. As that relationship

began to deteriorate, I began seeing the Chief less and our friendship became strained, culminating in the incident in Ribera's office."

The above statement and the contents of this communication are delivered to you in confidence and for the purpose for which you declare to be your intention, that is, a presentation of facts to His Honor Mayor Frank Jordan.

Very truly yours,

WILLIAM J. MURPHY

WJM:cbb

LAW OFFICES OF
BLEY AND BLEY
353 SACRAMENTO STREET, SUITE 1300
SAN FRANCISCO, CALIFORNIA 94111-3601

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March 2, 1993

Capt. John Willet
Commanding Officer
Special Investigations Unit
San Francisco Police Department
850 Bryant Street
San Francisco, Ca 94103

Re: **Officer Jerry Senkir**

Dear Capt. Willet:

I am writing to advise you that our firm and the undersigned represent Jerry Senkir concerning all matters pertaining to his recent transfer.

Officer Senkir has advised me that your staff conducted a telephone interview of my client while he was in San Diego attending class last week. My client further advises me that the interview was tape recorded. Please accept this letter as a formal request that we be provided with a copy of the audio tape and if the conversation has been transcribed with a copy of the transcription as well.

Very truly yours,

BLEY AND BLEY

Stephen F. Whitmore
By Stephen F. Whitmore

SFW/dfg

38,Poa:Senkir.01

OFFICE OF THE CHIEF OF POLICE
HALL OF JUSTICE

San Francisco, California
Wednesday, 11/11/92

PERSONNEL ORDER NO. 23

| NAME | FROM | TO | REASON |
|---|---|---|---|
| EXTENDED LOANS | | | |
| Effective Date: 11/14/92 | | | |
| MILITELLO, LEANORA (273) | Public Affairs | Northern | End of extended loa |
| Effective Date: 11/17/92 | | | |
| FROST, LIAM (1007) | Park | Headquarters Det to Co F | Extended loan until further notic |
| MAMBRETTI, JOHN (1149) | Northern Det to TTF | Headquarters Det to TTF | Extended loan until further notic |
| MANNIX, ANN (1720) | Park | Headquarters Det to Co F | Extended loan until further notic |
| TRANSFERS | | | |
| Effective Date: 11/06/92 | | | |
| COSTANZI, EDWARD (1821) | Records | Warrants | Request of C.O./ Support Services |
| THOMPSON, KATHY (2062) | Records | Warrants | Request of C.O./ Support Services |
| Effective Date: 11/07/92 | | | |
| CRAIG, SAMUEL Lieutenant (819) | Potrero | Chief's Office | Chief of Staff |
| CASHEN, CURTIS Inspector (1630) | Photo Lab | Medical Liaison | Personal leave |
| MOON, FLOYD Inspector (543) | Auto | Medical Liaison | On-duty injury |
| FELBER, MARK (195) | Northern | Medical Liaison | Personal leave |

| NAME | FROM | TO | REASON |
|---|---|---|---|
| TRANSFERS (cont.) | | | |
| Effective Date: 11/07/92 | | | |
| JEHL, JACKLYN (2068) | Narcotics | Medical Liaison | On-duty injury |
| MELENDEZ, ROSE (1602) | Recruitment | Chief's Office | Special Assistant to the Chief |
| QUEMA, ERIC (2117) | Mission | Chief's Office | Special Assistant to the Chief |
| TENNENBAUM, CARL (916) | Chief's Office | To remain in Chief's Office | Special Assistant to the Chief |
| WELSH, JOANNE (401) | Taraval | Public Affairs | Chief's order |
| DREO, RUFINA 1446 Secretary | Chief's Office | Southern | Chief's order |
| FLANNERY, EDNA J238 Dispatcher | Communications | Medical Liaison | Sick leave |
| MICHAUD, CATHERINE 1444 Secretary | Southern | Medical Liaison | Personal leave |
| TYREE, DONNA 8238 Dispatcher | Communications | Medical Liaison | On-duty injury |
| Effective Date: 11/09/92 | | | |
| PISCIOTTO, LAURA 8213 PSA | Field Operations | Inspector's Bureau | Request of D.C./ Investigations |
| Effective Date: 11/10/92 | | | |
| MC VEIGH, JEANNE (840) | Chief's Office | Personnel | Chief's order |
| Effective Date: 11/12/92 | | | |
| LAU, FRED Deputy Chief (1967) | Field Operations | Inspector's Bureau | Chief's order |

| NAME | FROM | TO | REASON |
|---|---|---|---|
| TRANSFERS (cont.) | | | |
| Effective Date: 11/12/92 | | | |
| REED, FRANK<br>Deputy Chief<br>(1881) | Inspector's Bureau | Administrative Bureau | Chief's order |
| ARNOLD, JAMES<br>Commander<br>(1635) | 2nd Division | Patrol | Chief's order |
| Effective Date: 11/21/92 | | | |
| BROWN, PHILIP<br>(1379) | Northern | Hondas | Officer's request |
| SWEENEY, WILLIAM<br>(152) | Park | Hondas | Officer's request |
| PROMOTIONS | | | |
| Effective Date: 11/09/92 | | | |
| RIBERA, ANTHONY<br>Captain<br>(418) | Mission | Chief's Office | Promotion to 0390<br>Chief of Police |
| Effective Date: 11/12/92 | | | |
| HOLDER, RICHARD<br>Captain<br>(1873) | Potrero | Special Operations | Promotion to 0488<br>Commander |
| PETRINI, THOMAS<br>Captain<br>(399) | Central | Field Operations | Promotion to 0400<br>Deputy Chief |
| PHILPOTT, DIARMUD<br>Captain<br>(65) | Juvenile | Inspector's Bureau | Promotion to 0488<br>Commander |

MISCELLANEOUS

| NAME | RANK | STAR | ASSIGNMENT | CHANGE |
|---|---|---|---|---|
| JACKSON, EILEEN | Q2 | 1263 | CO C | Name to MURPHY |

| NAME | DATE | POSITION | ASSIGNMENT | REASON |
|---|---|---|---|---|
| APPOINTMENTS | | | | |
| MCALLISTER, JAMES (1690) | 11/02/92 | Police Officer | Potrero | Reappointe |

ANTHONY D. RIBERA
Chief of Police

OFFICE OF THE CHIEF OF POLICE
HALL OF JUSTICE

San Francisco, California
Wednesday, 11/25/92

PERSONNEL ORDER NO. 24

| NAME | FROM | TO | REASON |
|---|---|---|---|
| EXTENDED LOANS | | | |
| Effective Date: 11/14/92 | | | |
| CARTWRIGHT, DONNIE (497) | Taraval | Northern | Extended loan until further notice |
| COOK, CLIFFORD (881) | Central | CSU | Extended loan thru 11/21/93 |
| FATOOH, COLLEEN (1908) | Mission | CSU | Extended loan thru 11/21/93 |
| RENTERIA, REBECCA (81) | CSU | Ingleside | End of extended loan |
| ZMAK, LYNDA (2109) | CSU | Central | End of extended loan |
| Effective Date: 11/28/92 | | | |
| DUDLEY, JAMES Inspector (1946) | General Work | Burglary | End of extended loan |
| KERR, BELINDA Inspector (1817) | EEO | General Work | Extended loan until further notice |
| LAWSON, DANIEL Inspector (622) | Drug Education | General Work | Extended loan until further notice |
| PETERSON, MORGAN Inspector (237) | Personnel | Fraud | Extended loan until further notice |
| APAGNANI, RENO Inspector (1641) | Backgrounds | General Work | Extended loan until further notice |
| SENKIR, JEROME Inspector (952) | Public Affairs | Juvenile | Extended loan until further notice |

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

ANTHONY D. RIBERA
CHIEF OF POLICE

February 10, 1993

Louise Renne
City Attorney
Room 206 City Hall
San Francisco, CA 94102

Dear Ms. Renne:

Just to memorialize our phone conversation and the incidents of this date, February 10, 1993, the following are the events to the best of my recollection.

At approximately 3:00 p.m. I received a phone call from Supervisor Bill Maher who stated he needed to see me for about 10 minutes, I said fine. A few minutes later he showed up in my office at which time he told me that he and Supervisor Carol Migden were calling for public hearings to inquire into the misconduct of Officer Carl Tannenbaum of the Chief's Office. At this time I advised Supervisor Maher that he had interfered with the internal administration of the police department in violation of City Charter Section 2.~~70~~1 on numerous occasions and I was tired of dealing with him and for him to leave immediately. I then opened the door at which time he remained seated and I said, "Supervisor get out of here or I'll have two officers assist you out of the building", at which time he got up and left. Shortly thereafter he called me, I refused to talk to him and then he called me again and he said, "uncle", I presume in an effort to back off on his earlier position. When he said "uncle", I told him that "I was tired of putting up with his bullshit and I wasn't going to take it anymore".

After the incident on the phone the Mayor's Office was notified as was your office. I also as a courtesy called Supervisor Migden to inquire as to why she would call hearings into the internal workings of the Chief's Office. She advised me that ~~ex~~cept on business matters she has not spoken to Supervisor Maher in quite some time and she did not know what I was talking about. After explaining to Supervisor Migden she was very concerned and offered any assistance that I may need in dealing with this problem.

Sincerely,

TONY RIBERA
Chief of Police

Women Officers Network
WON
P.O. Box 411383
San Francisco
CA 94141-1383

October 13, 1992

RECEIVED
POLICE COMMISSION
1992 OCT 13 P 4:35

Honorable Frank M. Jordan
Mayor of San Francisco
City Hall
San Francisco, CA 94103

Dear Mayor Jordan:

The Women Officers Network is actively working toward improving equality for women officers in the San Francisco Police Department. We firmly believe in an integrated department that reflects and understands the community of San Francisco.

The selection of the next police chief is vital for the department's morale as well as the citizens who are seeking more help in these difficult times. Our department has been through a difficult year; therefore, the necessity of a strong leader as our next Chief of Police is critical.

You demonstrated a strong committment to making change in the police department when you appointed Richard Hongisto. We ask that you continue this admirable committment in your next selection of Chief of Police.

The Women Officers Network respectfully asks that if a selection is to be made from within the San Francisco Police Department, that you strongly consider candidate, Captain Anthony Ribera. His leadership abilities and progressive ideas will solidify the department and serve the best interests of the community.

We understand this is a difficult decision, and we thank you for the opportunity to have input in your selection process.

Sincerely,

Rose Melendez
President

Joanne Welsh
Vice-President

January 29,1993

Dear Tony,

It is only fair that you know why I came to your office Thursday afternoon, and why I am requesting a transfer. I began to explain, before you told me you did not want to hear the details and let Carl join the meeting, a serious problem with Carl's behavior, attitude, and intentional disregard of your directives. Although this is long, I feel it is important that you understand the details and the behavior I will detail.

It began the week before I left for vacation, when I was informed by Sam that Dave Ambrose would be filling in for me when I was on vacation (a vacation that I planned six months prior). I told Sam that Dave would be great, and that he would be able to take over quite easily. Later, Sam told me that Dave would not be filling in, but that Carl would. It was then that Carl expressed to me his desire to work in Public Affairs permanently. I told Carl that the decision was the Chief's, knowing we had discussed the possibility of assigning Dave Tussey in Public Affairs. In addition, I knew you wanted to delay bringing in more Q-2's at this time. I had hoped that any decision you made about the Public Affairs office would have some input from me, so I did not encourage Carl to think he was going to be assigned in the office permanently.

The Friday before I left for vacation, you gave me five tasks to complete that day. I was happy that we were communicating better ( I knew that Rose had told you the night before that I was feeling frustrated with being excluded from information - mainly decision making announcements) and that I would be able to release some of your decisions pro-actively. Among these, were the 4/10 and Captain/Lt. appointments. I worked diligently so that everything would be in order when I was gone. That was also the same day that Jane Ganahl blasted me on the phone and I got a phone call that Mary Kate had a 103 temperature at daycare. I had to pick up Mary Kate, take her home and somehow get the press releases out. I worked at home on the phone and my computer until 11PM and then went to the office. I made sure I had caught up the majority of my work and completed the tasks you gave me. I ended up getting to bed at 4AM to catch a 9AM flight. The only reason I include this paragraph is to emphasize how seriously I take my job, and that I am dedicated to doing the best job I can for you. This is a point that I feel you don't recognize.

However, something bothered me very much before I left the office that day. You had given me the Capt/Lt appointment list so that I could start writing

a press release. We had discussed a time frame on releasing the information so that it worked with Sam's notifications of applicants and appointments. I returned to my office when Carl came over to my desk and stood over me, reading my notes. He asked me if those were the appointments for Capt/Lt. I said yes, but that it was not information to be given out yet, that you and Sam were still making notifications. I then went out of the office to do other business and returned ten minutes later to find Officer Jeff Smith in the Public Affairs office with Carl. Carl was giving him the names of the appointments! I also know that Jeff Smith happens to have one of the biggest mouths in the department. This bothered me...it worried me that Carl's immaturity would overcome the confidentiality of the information we were exposed to. But the day was busy, I had to go home and the timing wasn't right to bring this to your attention.

While on vacation, I checked in a couple of times by phone. Carl told me everything was great and how he had arranged and took care of everything. I listened, knowing I had worked until exhaustion that Friday prior on the very items he was referring to. All I can tell you Tony, was that a clear attitude problem was developing. I had asked Carl to do me a favor that week - to deposit my paycheck at the bank. He did, but he made sure to tell me that we were "even" now. The "even" he was referring to, was the fact that he had asked me if I could get 49ER play-off game tickets. I did - I begged Bill to get them and Bill even paid the $100 fee to get them. Now Carl was telling me that we were even - that's just not my style Tony. Can you imagine Eric or Sam with an attitude like that?

Next came the phone message, Carl telling me that you had given the "ok" for him to work in Public Affairs permanently. In addition, he told me about a meeting with Bob Forsyth scheduled the morning I returned. I had already calendared this meeting weeks before. It was a meeting with all the Public Affairs officers from each department. But Carl wasn't telling me to inform me to attend, he left a message telling me that he was going to this meeting. I then called you at home, explained to you what Carl had said about his assignment. You clearly indicated to me that Carl was only filling in and that you would take care of it. We then went on to discuss other matters.

I got to work that morning and told Sam about the phone message and our conversation, so that he would know about Carl's misunderstanding of his assignment. Sam had to order Carl not to attend the meeting, and I found that Carl had totally moved into the Public Affairs office. Carl told Frank that he was in that office now. Later that morning, I talked to Sam about this and Sam told me he would take care of it. For two more days, Carl continued to tell press he was in the Public Affairs office now and was

having extensive (more than ten minutes) conversations to press about the Gerard case. I told Sam that this was not appropriate. Carl was confusing the press reporters by indicating he was assigned there, and that he was talking about a case that I was specifically instructed by Captain Willet and you not to talk about. This upset me tremendously! Here I was, working hard to do a good job for you, trying to overcome the confusing results of the Insiders column and being careful not to make any mistakes on the Gerard case. Press were asking me repeatedly every day if Carl was now assigned there. I was saying no, Carl was saying yes. Carl had even told me that reporters were asking him "how does Joanne feel about you working in here?". It was very clear that I was put in a difficult position. If I confronted Carl, I would look like I "Did it again". I "stabbed another person in the back". So, I went to Sam for help again. I explained my concerns, and explained that I needed him to act on this as management. I felt that the decision to put Carl in that office was management's and management should be the one to take him out. I still feel strongly that this is the underlying issue of our entire conflict. I am not Carl's boss, he is your staff member.

We then had a staff meeting. I brought up Carl's position in the Public Affairs office twice, so that everyone was clear. Sam, in front of Rose, Eric, and me, told Carl that the Chief wanted him in the front office. He explained that Eric was now working on the Gerard case, in addition to 911, and that Carl would be needed in the Chief's office. Everyone heard it! Carl then proceeded to tell everyone what he would do in the Public Affairs office and all the changes he would make. Again, it was clear that Carl wanted to be in Public Affairs and was taking a very authoritive position. I indicated that the office was very busy and that some of the duties (awards, chief pr, etc) Carl could help out on if Sam wanted that. Sam told me to review some of these tasks, but again told Carl that he was assigned to work in the front office. Immediately after the meeting, Carl went straight to Public Affairs and continued business as usual, totally ignoring Sam's orders.

I continued everyday, two to three times a day, telling Sam that Carl was in the office, that Carl was continuing to tell reporters that he was assigned there, and giving out information without even checking with me. Carl even was putting out press releases with his name solely as the Public Affairs contact. During this time, Rose and Eric were unfairly handling the coverage of the front office. Rose would be in the front office sometimes all day because Carl would either be in Public Affairs or Sam could not find him. I also went to you and indicated that the problem was continuing - Joyce also commented on the problem to you, Sam and me.

We then had a second staff meeting, one week later. Carl was late, but you

addressed the staff and specifically said that Carl was not to be in Public Affairs ----only when I requested assistance or I was on vacation, sp, etc. If you recall, I was almost rude about clarifying your position a second time, only because I wanted it clear for everyone. You then went to your office. Carl came to the meeting at 9:25AM (830 mtg) and Sam told him your orders in front of Joyce, Rose, Eric and me.

After the meeting and after he returned from driving you to KBHK, Carl went right back to Public Affairs. I had learned from Suzanne London that Carl was preparing a press release for Lt. Ryan on the TL grant which I was never informed of (the press release that is). I learned that Carl had faxed a report to the Independent that Phil Fleck and I had purposely avoided giving due to the nature of the accident, and I was continuing to get inquiries from the press whether Carl was in the Public Affairs office. But it was these next issues that upset me the most, in fact I was shocked.

Frank had indicated to me earlier in the week that someone had gone through his locker and personal belongings. Frank 's locker is located next to his desk. In addition, Frank was missing his date book (a datebook given to us by Bay City News for '93). Frank told me it had all his personal phone numbers and he could not find it anywhere. It had been next to his phone at his desk. I told him I would keep an eye out for it, but I had no idea what had happened to it. A few days later, Frank told me that he had found his datebook....that Carl had taken it, given it to his daughter and that the datebook was marked up with Carl's daughter's writing. I could not believe this! Carl had the nerve to take something that did not belong to him right off Frank's desk. To me, this is a total disrespect for Frank, disrespect for that office and moreover, morally wrong. No excuse could account for that type of behavior.

The last incident, was a result of Fr. Harry's fundraiser. As you know, Carl attended the fundraiser. Fr. Harry was delighted to meet you and complimented me the next day on what a fine person you were. Then Fr. Harry asked me how it was working for Carl, my "boss". Fr. Harry is a very intuitive, communicative person.....I do not believe this was a misunderstanding of words. Carl told him that he was in Public Affairs and insinuated that he was running it. Fr. Harry, of course , was a little surprised, since I had never mentioned having another person in the Public Affairs office. I believe Carl's actions are very intentional, this is clearly a power play.

So why was I upset.

I had come to you and Sam with a problem. You both indicated you would take care of it numerous times. You didn't. You let the situation escalate.

and ignored my pleas to take some action. I went to Sam for two weeks, I communicated the problem. I brought it up at staff meetings, I emphasized the need for direction. Carl was blantently disobeying your directives and Sam's orders. What does that say to your hardworking staff - Eric and Rose?

It obvious, no matter if it was intentional or unintentional, you and Sam did not make your staff's needs a priority. For some reason, you and Sam don't seem to be able to confront Carl, even when it means making the rest of the staff pick up the load. It means that I am a low priority.

Knowing my loyalty, our friendship and my hard work for you, you chose to ignore my problem and put me in a compromising position. Then when I went to you for help, went to tell you what was going on, you told me that you didn't want to hear the details, you invited Carl to join the meeting and patronized me by telling me that "we were all a team". I don't believe this story idicates a team - it indicates a staff member who is disobedient, unloyal, and abusive to the rest of the team. None of Carl's actions were undeliberate. He has made it clear by his actions and attitude that he will do as he pleases. If fact, Rose had even told Sam that Carl was laughing at him.

Is that a team player?

Moreover, we have been friends for ten years. I respect you for your fairness, your morals and most of all your ability to manage and reward the workers. That's why you had the respect of the watch at Mission....you didn't put up with lazy guys. You believed in accountability and you had the guts to make a decision. That is why I wanted with my whole heart for you to be Chief. I knew you could bring the department around and use sound management and discipline to bring back the morale.

However, I will not tolerate being subjected to someone who stabs me in the back, behaves intolerably and represents everything I do not believe in. I deserved better from you and Sam. You put him in that office, you chose him to be on your staff and you are responsible to remove him. You were totally wrong to dismiss me from telling you what I was upset about. Although you are the Chief, and I have respect for that position, I will not let you treat me with dismissals and unfairness. You have got to see that your actions and continued dismissals of my presence and advice, make an impossible working relationship. As a friend and as a loyal employee, I am utterly disappointed. You do not treat me as a professional at work, you treat me as the Pres girl next door.

I spoke with Rose Friday, and she knows exactly what has been occurring in

that office. Everyone, including Sam knows the incidents I have detailed in this letter. I have every confidence that they can confirm the behavior of Carl as I have indicated. Rose told me that Friday morning, Carl was in the Public Affairs office after Sam had told him Thursday evening not to be in there. Sam asked Rose to tell Carl to leave the Public Affairs office and not to comment to the press. Is that Rose's job? Does she have to clean up the mess now?

Friday evening, I turned on channel 2 to watch the story on Wu's capture. Carl was on television. Not only was this completely against the press outlines I had arranged with D/C Lau and Lt. Dean, he had blantently disobeyed another order. I called Rose....she is in total shock of Carl's boldness.

The disturbing aspect of all of this is that I believe you will choose to ignore this. You will believe Carl's excuses, lies and behavior because he is "one of the guys". As for me, you will continue to hold me accountable, create an unworkable and uncontrollable working environment, and claim I am "too sensitive, over reactive, paranoid, and that you are ashamed of me".

The conduct I have outlined here, is exactly what people like Sam Craig, Rose Melendez and Louette Colombano fought. This is the conduct you have told me that you detest; and yet you don't see it happening right in front of you.

I thought your adminstration would be different. Yes I am upset and angry, but most of all heartbroken.

Joanne

VACATION REQUEST

SAN FRANCISCO POLICE DEPARTMENT

MEMBER REQUESTING: WELSH, JOANNE

UNIT: PUBLIC AFFAIRS

DAY & DATE SUBMITTED: 12-29-92

RANK: POLICE OFFICER

STAR NO.: 401

CIVIL SERVICE CLASSIFICATION: Q-2

[X] ANNUAL LEAVE (VACATION) 5 DAYS

[ ] EXTRA DUTY DAYS HOURS

VACATION ADDRESS: HAWAII

VACATION PHONE NO.:

MEMBER'S SIGNATURE: J Welsh

APPROVED BY: LIEUTENANT SAMUEL CRAIG #819

REMARKS:

| WEEK OF | SUN | MON | TUE | WED | THR | FRI | SAT |
|---|---|---|---|---|---|---|---|
| 1/10 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| STATUS | H | V | V | V | V | V | H |

| WEEK OF | SUN | MON | TUE | WED | THR | FRI | SAT |
|---|---|---|---|---|---|---|---|
| 1/17 | 17 | 18 | | | | | |
| STATUS | H | W | | | | | |

| WEEK OF | SUN | MON | TUE | WED | THR | FRI | SAT |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| STATUS | | | | | | | |

| WEEK OF | SUN | MON | TUE | WED | THR | FRI | SAT |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| STATUS | | | | | | | |

DO NOT FORWARD - FOR UNIT USE ONLY

SFPD 288 (09/85)

SID-RM 538

**City and County of San Francisco**
**Chief of Police**

Hall of Justice
San Francisco, CA 94103

P 436 834 853

MAIL

HONORABLE BILL MAHER
C/O WILLIAM J. MURPHY,
ATTORNEY AT LAW
333 WEST PORTAL AVENUE
SAN FRANCISCO, CALIFORNIA 94127

RECEIPT FOR CERTIFIED MAIL
NO INSURANCE COVERAGE PROVIDED
NOT FOR INTERNATIONAL MAIL
*(See Reverse)*

| | |
|---|---|
| Sent to | HON BILL MAHER |
| Street and No. | C/O WILLIAM J M |
| | 333 WEST PORTAL |
| P.O. State and ZIP Code | SAN FRANCISCO 941 |
| Postage | $ |
| Certified Fee | |
| Special Delivery Fee | |
| Restricted Delivery Fee | |
| Return Receipt showing to whom and Date Delivered | |
| Return Receipt showing to whom, Date, and Address of Delivery | |
| TOTAL Postage and Fees | $ |
| Postmark or Date | |

PS Form 3800, June 1985

U.S.G.P.O. 1985-234-555

City and County of
San Francisco
Chief of Police

Hall of Justice
San Francisco, CA 94103

CERTIFIED
P 436 834 855
MAIL

HON. BILL MAHER
BOARD OF SUPERVISO:
235 CITY HALL
SAN FRANCISCO, CA

P 436 834 855

RECEIPT FOR CERTIFIED MAIL
NO INSURANCE COVERAGE PROVIDED
NOT FOR INTERNATIONAL MAIL
(See Reverse)

| | |
|---|---|
| Sent to HON. BILL MAHER | |
| Street and No BD OF SUPS CITY HALL | |
| P.O., State and ZIP Code S.F. | |
| Postage | $ |
| Certified Fee | |
| Special Delivery Fee | |
| Restricted Delivery Fee | |
| Return Receipt showing to whom and Date Delivered | |
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| Postmark or Date | |

PS Form 3800, June 1985 U.S.G.P.O. 1989 234 555

CONFIDENTIAL

SID-RM558
City and County of
San Francisco
Chief of Police

Hall of Justice
San Francisco, CA 94103

CERTIFIED
P 436 834 942
MAIL

MR. KENNETH HARRI
O'BRIEN & HARRING
465 CALIFORNIA ST
SAN FRANCISCO, CA.

P 436 834 942

RECEIPT FOR CERTIFIED MAIL
NO INSURANCE COVERAGE PROVIDED
NOT FOR INTERNATIONAL MAIL
(See Reverse)

| | |
|---|---|
| Sent to KENNETH HARRINGTON | |
| Street and No OBRIEN & HARRINGTON | |
| P.O., State and ZIP Code 465 CALIFORNIA SF 94111 | |
| Postage | $ |
| Certified Fee | |
| Special Delivery Fee | |
| Restricted Delivery Fee | |
| Return Receipt showing to whom and Date Delivered | |
| Return Receipt showing to whom, Date, and Address of Delivery | |
| TOTAL Postage and Fees | $ |
| Postmark or Date | |

PS Form 3800, June 1985 U.S.G.P.O. 1989 234 555

PS Form 3800, June 1985 U.S.G.P.O. 1989-234-555

P 436 834 853

RECEIPT FOR CERTIFIED MAIL

NO INSURANCE COVERAGE PROVIDED
NOT FOR INTERNATIONAL MAIL
(See Reverse)

| | |
|---|---|
| Sent to | HON BILL MAHER |
| Street and No. | C/O WILLIAM J MURPHY<br>333 WEST PORTAL AVE |
| P.O. State and ZIP Code | SAN FRANCISCO 94127 |
| Postage | $ |
| Certified Fee | |
| Special Delivery Fee | |
| Restricted Delivery Fee | |
| Return Receipt Showing to whom and Date Delivered | |
| Return Receipt showing to whom, Date, and Address of Delivery | |
| TOTAL Postage and Fees | $ |
| Postmark or Date | |

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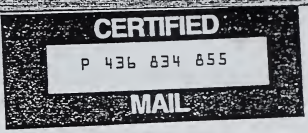
1. ☐ Show to whom delivered, date, and addressee's address. *(Extra charge)* 2. ☐ Restricted Delivery *(Extra charge)*

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| | Type of Service:<br>☐ Registered ☐ Insured<br>☒ Certified ☐ COD<br>☐ Express Mail ☐ Return Receipt for Merchandise |
| | Always obtain signature of addressee or agent and DATE DELIVERED. |
| 5. Signature — Addressee<br>X | 8. Addressee's Address *(ONLY if requested and fee paid)* |
| 6. Signature — Agent<br>X | |
| 7. Date of Delivery | |

PS Form 3811, Apr. 1989 DOMESTIC RETURN RECEIPT

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San Francisco
Chief of Police
Hall of Justice
San Francisco, CA 94103




HON. BILL MAHER
BOARD OF SUPERVISORS
235 CITY HALL
SAN FRANCISCO, CA 94102

CONFIDENTIAL

SID-RM558
City and County of
San Francisco
Chief of Police
Hall of Justice
San Francisco, CA 94103




MR. KENNETH HARRINGTON
O'BRIEN & HARRINGTON
465 CALIFORNIA STREET
SAN FRANCISCO, CA. 94111

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| 5. Signature — Addressee<br>X | 8. Addressee's Address *(ONLY if requested and fee paid)* |
| 6. Signature — Agent<br>X | |
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PS Form 3811, Apr. 1989 DOMESTIC RETURN RECEIPT

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PS Form 3811, Apr. 1989 DOMESTIC RETURN RECEIPT

Thank you for using Return Receipt Service.

CITY AND COUNTY OF SAN FRANCISCO
HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

ANTHONY D. RIBERA
CHIEF OF POLICE

February 24, 1993

Hon. Bill Maher
Board of Supervisors
235 City Hall
San Francisco, CA 94102

RE: Allegations of interference in the
San Francisco Police Department

Dear Supervisor Maher:

Mayor Frank Jordan has requested the San Francisco Police Commission to conduct an inquiry into Police Chief Anthony Ribera's allegations that you may have engaged in acts that constitute interference in the administration of the San Francisco Police Department.

The Commission has requested departmental investigators to invite you to be interviewed about these allegations. We will make arrangements to conduct the interview here at the Hall of Justice or, if you prefer, at your office. We intend to tape record the interview, and you may have a representative present.

Please contact me to make arrangements for this interview. We look forward to your cooperation.

Very truly yours,

Deputy Chief Fred Lau
Chief of Inspectors
San Francisco Police Dept.
(415) 553-1484

SPECIAL INVESTIGATIONS DIVISION
HATE CRIMES UNIT
GANG TASK FORCE

SAN FRANCISCO POLICE DEPARTMENT
850 BRYANT STREET - ROOM 558
SAN FRANCISCO, CALIFORNIA 94103
FAX (415) 553-1136

# FAX TRANSMITTAL SHEET

DATE: 2-24-93

TO: KENNETH HARRINGTON

DIV./UNIT: O'BRIEN + HARRINGTON

PHONE NUMBER: 415-34-4810

FROM: CAPT. J. WILLETT

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CITY AND COUNTY OF SAN FRANCISCO
HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

ANTHONY D. RIBERA
CHIEF OF POLICE

February 24, 1993

Hon. Bill Maher
Board of Supervisors
235 City Hall
San Francisco, CA 94102

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The Commission has requested departmental investigators to invite you to be interviewed about these allegations. We will make arrangements to conduct the interview here at the Hall of Justice or, if you prefer, at your office. We intend to tape record the interview, and you may have a representative present.

Please contact me to make arrangements for this interview. We look forward to your cooperation.

Very truly yours,

Deputy Chief Fred Lau
Chief of Inspectors
San Francisco Police Dept.
(415) 553-1484

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

ANTHONY D. RIBERA
CHIEF OF POLICE

February 25, 1993

Hon. Bill Maher
c/o William J. Murphy,
Attorney at Law
333West Portal Avenue
San Francisco, California 94127

RE: Allegations of interference in the
San Francisco Police Department

Dear Supervisor Maher:

This is a follow up to a letter sent to you on February 24, 1993, as well as to your telephone conversation with Captain John Willett, Special Investigations Division, on that same date.

We have been advised by the law offices of O'Brien and Harrington that they have declined to represent you in this matter. We are further advised that you are now being represented by William J. Murphy.

Once again we invite you to be interviewed about the allegations made by Chief Anthony Ribera that you interfered with the operations of the San Francisco Police Department. We will make arrangements to conduct the interview at your convenience, however, because of time constraints placed on us regarding the investigation, we prefer to conduct the interview on Friday, February 26, 1993.

Per Captain Willett's meeting with your attorney, William J. Murphy, on February 25, 1993, please contact us to make arrangements for this interview, or have your attorney contact us, as soon as possible. We look forward to your cooperation.

Sincerely,

CAPTAIN JOHN WILLETT
Commanding Officer
Special Investigations Div.

SPECIAL INVESTIGATIONS DIVISION
HATE CRIMES UNIT
GANG TASK FORCE

SAN FRANCISCO POLICE DEPARTMENT
850 BRYANT STREET - ROOM 558
SAN FRANCISCO, CALIFORNIA 94103
FAX (415) 553-1136

FAX TRANSMITTAL SHEET

DATE: 8-26-93

TO: WILLIAM J MURPHY

DIV./UNIT:

PHONE NUMBER: 665-2022

FROM: CAPTAIN J. WILLETT

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**City and County of**
**San Francisco**
**Chief of Police**

558 Hall of Justice
San Francisco, CA 94103

Hon. Bill Maher
Supervisor, City and County of San Francisco
c/o William J. Murphy, Esq.
etc.

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

ANTHONY D. RIBERA
CHIEF OF POLICE

February 26, 1993

Hon. Bill Maher
Supervisor, City and County of San Francisco
c/o William J. Murphy, Esq.
etc.

Dear Supervisor Maher:

As you know, the Mayor has requested the Police Commission to conduct an inquiry into allegations that you may have engaged in activities that constitute improper interference in the administration of the Police Department. The Special Investigations Unit has been assigned to gather the facts relevant to this inquiry.

On Wednesday, February 24, 1993, I had a telephone conversation with you to request that you agree to an interview. I confirmed this request in a letter to you and in conversations with your attorney, William Murphy. I explained that we intended to complete our interviews of relevant witnesses before the Commission meets in executive session on Sunday, February 28, 1993.

This letter will confirm that you have declined to be interviewed in connection with the Commission's inquiry.

Very truly yours,

John W. Willett

Captain John Willett
Special Investigations

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

ANTHONY D. RIBERA
CHIEF OF POLICE

February 26, 1993

Hon. Bill Maher
Supervisor, City and County of San Francisco
c/o William J. Murphy, Esq.
etc.

Dear Supervisor Maher:

As you know, the Mayor has requested the Police Commission to conduct an inquiry into allegations that you may have engaged in activities that constitute improper interference in the administration of the Police Department. The Special Investigations Unit has been assigned to gather the facts relevant to this inquiry.

On Wednesday, February 24, 1993, I had a telephone conversation with you to request that you agree to an interview. I confirmed this request in a letter to you and in conversations with your attorney, William Murphy. I explained that we intended to complete our interviews of relevant witnesses before the Commission meets in executive session on Sunday, February 28, 1993.

This letter will confirm that you have declined to be interviewed in connection with the Commission's inquiry.

Very truly yours,

John W. Willett

Captain John Willett
Special Investigations

**City and County of**
**San Francisco**
**Chief of Police**

558 Hall of Justice
San Francisco, CA 94103

Hon. Bill Maher
Supervisor, City and County of San Francisco
c/o William J. Murphy, Esq.
etc.

SPECIAL INVESTIGATIONS DIVISIC
HATE CRIMES UNIT
GANG TASK FORCE

SAN FRANCISCO POLICE DEPARTME
850 BRYANT STREET - ROOM 558
SAN FRANCISCO, CALIFORNIA 941
FAX (415) 553-1136

FAX TRANSMITTAL SHEET

DATE: 2-25-98

TO: GEO. REILLY

DIV./UNIT: CAO

PHONE NUMBER: 554-4318

FROM: CAPT J WILLETT

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SPECIAL INSTRUCTIONS:

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SAN FRANCISCO POLICE DEPARTMENT
SPECIAL INVESTIGATIONS DIVISION
850 BRYANT STREET RM 558
SAN FRANCISCO, CA. 94103

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PENALTY FOR PRIVATE USE, $300

RETURN TO

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CAPTAIN JOHN WILLETT
~~SPECIAL INVESTIGATIONS DIVISION~~
SAN FRANCISCO POLICE DEPARTMENT
850 BRYANT STREET RM 558
SAN FRANCISCO, CALIFORNIA 94103

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KENNETH HARRINGTON
O'BRIEN & HARRINGTON
465 CALIFORNIA STREET
SAN FRANCISCO, CA 94111

4. Article Number
P436 834 942

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☒ Certified ☐ COD
☐ Express Mail ☐ Return Receipt for Merchandise

Always obtain signature of addressee or agent and DATE DELIVERED.

5. Signature — Addressee
X

6. Signature — Agent
X William Murphy

7. Date of Delivery
MAR 1 1993

8. Addressee's Address *(ONLY if requested and fee paid)*

PS Form 3811, Apr. 1989

DOMESTIC RETURN RECEIPT

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3. Article Addressed to:

HON. BILL MAHER
C/O WILLIAM J. MURPHY
ATTORNEY AT LAW
333 WEST PORTAL AVE
S.F. CALIF 94127

4. Article Number
P 436 834 853

Type of Service:
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☒ Certified ☐ COD
☐ Express Mail ☐ Return Receipt for Merchandise

Always obtain signature of addressee or agent and DATE DELIVERED.

5. Signature — Addressee
X

6. Signature — Agent
X

7. Date of Delivery
3-2-93

8. Addressee's Address *(ONLY if requested and fee paid)*

PS Form 3811, Apr. 1989

DOMESTIC RETURN RECEIPT

LAW OFFICES
OF
WILLIAM J. MURPHY
333 WEST PORTAL AVENUE
SUITE A
SAN FRANCISCO, CALIFORNIA 94127

ILLIAM J. MURPHY
WILLIAM J. MURPHY, JR.

TELEPHONE
(415) 665-7600

I am here today to offer a public apology to Chief Ribera. The incident in Chief Ribera's office was a heated exchange between friends. It was a personal confrontation between personal friends regarding a mutual friend. Unfortunately, the line between personal friendships and my role as a Supervisor can obviously get blurred too easily. In retrospect, I used poor judgment, and I am sincerely and genuinely sorry for any personal action I may have taken which resulted in the Chief experiencing distress.

I apologize to the Chief, to the Mayor, to my colleagues on the Board of Supervisors, and to all San Franciscans for the distress and difficulties caused by this incident. It is my sincere wish that the Chief accept my apology and that we can redirect our attention to the important and substantial issues confronting this City.

I would also like to comment on what I believe is and should be a complete, separate and distinct issue.

When I last met with the Chief, I was totally unaware of the charges against Chief Ribera that have since been made by Officer Welsh. I was not told of the charges until just before it became a public issue. I did not instigate or engage in the making of

those charges, nor was I consulted on my views. The decision
pursue those charges was made solely by Officer Welsh. I did n
know either Officer Welsh or Chief Ribera in 1989, and I have
personal knowledge of what occurred then. Those issues must
resolved in other forums and further comment by me would
inappropriate.

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2121 Eisenhower Avenue, Suite 310, Alexandria, VA 22314
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361 Newbury Street, Boston, MA 02115
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1051 Fourth Avenue, San Diego, CA 92101
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A BURRELLE'S AFFILIATE

**TRANSCRIPT**

**DATE** February 17, 1993
**TIME** 6:00-7:00 AM
**STATION** KNTV-TV(ABC) Channel Eleven
**LOCATION** San Jose
**PROGRAM** Good Morning San Jose

Rob Fladeboe, anchor:

Well time now for the second installment of "As City Hall Turns." San Francisco politics continues to rock with new revelations surrounding the sexual harassment charges against its police chief filed by his spokeswoman. As Marla Miller reports from the newsroom, the latest development has the police chief going on the counterattack. Marla

Marla Miller reporting:

Chief Tony Ribera says he may file a defamation suit against Officer Joanne Welsh and her boyfriend, Supervisor Bill Maher. Officer Joanne Welsh was back on the job yesterday for the first time since she made her accusations, but she's not talking. Around the corner her boss, Chief Ribera, told reporters the whole mess started when he threw Welsh's boyfriend, Supervisor Bill Maher, out of his office. He says it's not the first time Maher has meddled in police affairs.

Tony Ribera (San Francisco Chief of Police): Since I've been chief of police, I have done one thing that I'm thoroughly ashamed of. I allowed those two people to pressure me into transferring Jerry Seniker. I hope Jerry can forgive me. I- I'm- I'm extremely ashamed that I did that and I will never sell out a friend and a colleague again.

Bill Maher (San Francisco Supervisor): The real issue is whether or not Chief Ribera sexually harassed Officer Welsh. That's a decision for the Police Commission to make and I can't have any further comment until after the Police Commission renders its decision.

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A videotape of this transcript is available in any format for a period of 31 days from air date; audio cassettes for 14 days. Call or

Miller: And now Terence Halinan, Maher's biggest rival on the Board of Supes, is calling for investigation into Maher's conduct--city charter forbids supervisors interfering with police operations. Stay tuned.

# # #

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A BURRELLE'S AFFILIATE

**TRANSCRIPT**

**DATE** February 26, 1993
**TIME** 10:00-11:00 PM
**STATION** KTVU-TV(Ind.) Channel Two
**LOCATION** Oakland
**PROGRAM** Ten O'Clock News

Elaine Corral, co-anchor:

On a day when terror turned New York city upside down the turmoil at the top of the San Francisco Police Department still managed to grab the biggest headlines in one afternoon paper. The San Francisco police officer who was accusing the chief of police of sexual harassment took a lie detector test and the word is she failed it not once, but twice. Rita Williams reports.

Rita Williams reporting:

It was another bizarre day at the San Francisco Hall of Justice. The media descended upon the police Public Affairs Office, but the office was empty. The police officer assigned there, Joanne Welsh, called in sick. And this was the reason for the media interest, a front page San Francisco Examiner story saying the paper paid a polygraph operator to give Welsh a lie detector test. The test, intended to determine if Welsh is telling the truth about her allegations police chief Tony Ribera sexually harassed her, didn't end until early this morning.

Phil Bronstein (Examiner Executive Editor): The conclusion arrived at by the- by the Examiner was is there was, as he put it, deception on the key questions involving the charges.

Williams: Late today Officer Welsh issued a statement saying she sought the public polygraph exam because, quote, "I was, and am, adamant about the truth of my allegations. Absent that belief I would not have proposed the procedure. I cannot explain why the test failed to confirm the truth as known to me, and to those in whom I confided in 1989." And she asked why the chief would not submit to the same test.
Chief any comment on...

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Tony Ribera (San Francisco Chief of Police): There- there's a press release for you- for you in my office. That's my only comment now.

Williams: Will you accept Bill Maher's apology to you?

Ribera: I'm a little- little busy doing police work, you'll have to excuse me.

Williams: Seeming rather jovial, the chief left his office this afternoon.

Ribera: Well I would like to think that- that we can put it behind us in the very near future.

Williams: The press release from the chief's attorney said he turned down the Examiner's invitation for the polygraph test because, quote, "the newspaper is the absolutely inappropriate forum for such a test."

Bronstein: That's their opinion. They expressed it. I believe we quoted them in the paper as saying as much and we disagree.

Williams: The chief's PR firm and attorney also said the chief, since the beginning, has been willing to undergo a polygraph examination if requested by investigators for the Police Commission. So have the commissioners asked the chief to take a lie detector test?

Katherine Feinstein (San Francisco Police Commissioner): Under state law, the peace officer's bill of procedural rights, you cannot ask an officer who's participating in an investigation to take a polygraph exam. So no, we haven't done that.

Williams: When we asked the chief's attorney tonight if he's volunteered to take such a test, she had no comment. Yesterday Welsh's--at least one time--boyfriend, Supervisor Bill Maher, seemed to distance himself from her, issuing a public apology to the chief for trying to influence him to save Welsh's job. Today the chief said he's yet to hear from Maher.

The mayor comes back from his trip to Asia tomorrow and on Sunday the Police Commission meets behind closed doors here. At this point it's anybody's guess whether that meeting will close the book on the Ribera, Welsh, Maher matter, or whether it'll just be another chapter in this city's continuing soap opera. In San Francisco, Rita Williams for the Ten O'Clock News.

# # #

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**TRANSCRIPT**

**DATE** February 19, 1993
**TIME** 10:00-11:00 PM
**STATION** KTVU-TV(Ind.) Channel Two
**LOCATION** Oakland
**PROGRAM** Ten O'Clock News

Elaine Corral, co-anchor:

There are indications tonight that the controversy over alleged sexual harassment by San Francisco's chief of police is having a serious effect on police morale. In addition, the Ten O'Clock News has learned that the investigation into the chief's conduct has now expanded to include at least one side issue. Tension is running high. Rita Williams reports.

Rita Williams reporting:

At the Hall of Justice this afternoon, embattled San Francisco Police Chief Tony Ribera flashed a victory sign for our camera, but it's premature. Today the police officer who's charged the chief with sexually harassing took her complaint to a federal agency. The city's police commission already is investigating those charges by officer Joanne Welsh, picked by the chief last year as the department's spokeswoman. Still on the job, Welsh today would not comment on the federal complaint.

Joanne Welsh (San Francisco Police Officer): I don't want to make any comment while I am performing my job.

Tony Ribera (San Francisco Chief of Police): 'Cause I didn't do anything wrong.

Williams: Whatever the outcome of the investigation, still another scandal in a department that's had four chiefs in less than a year is taking its toll on the officers on the street.

Al Triguera (Police Officers Association): The troops' chins collectively are- are scraping the- scraping the floor.

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Williams: We've learned the commission also is investigating whether the chief violated any departmental rules, aside from the policy against sexual harassment. That stems in part from the chief's emotional admission this week that he bowed to political pressure from Welsh's boyfriend Supervisor Bill Maher to transfer former departmental spokesman Sergeant Jerry Sinker to make way for Welsh. Some police officers who didn't want to go on camera told us they've lost respect for the chief and question whether he bowed to political pressure on other issues.

Ribera: Who said that? What, my officers? I don't think so, Rita. I said I've done one thing that I've been ashamed of since I've been chief of police and that was chair- transferring Jerry Sinker. And I stand by that. That's the only thing where I- I gave in to political pressure.

Williams: The chief told me today that he wants to assure the public and his officers he's still an effective leader.

Ribera: But I can tell you this, the mayor and the police commission both have a lot of confidence in me and I expect to be around for quite some time. Thank you very much.

Williams: And with that he abruptly left, leaving us standing in his office.

Ribera (Leaving): A lot of what-ifs here, you guys. You need some more homework next time.

Williams: The three police officers assigned to investigate the chief, the charges of sexual harassment and of outside intervention in the police department are supposed to have their preliminary findings ready in time for a closed door meeting of the Police Commission here Tuesday night. In San Francisco, Rita Williams for the Ten O'Clock News.

# # #

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## FAX TRANSMITTAL MEMO

TO: Robert Hoegle FAX # 553-1136

COMPANY: SFPD

DEPARTMENT: Special Investigations Division

MEMO: Media Report

FROM: Jonlyn Williams # OF PAGES TO FOLLOW: 20

Robert, I will be in contact on Monday. Have a good weekend!!

Jonlyn

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# MONITORING REPORT

RIBERA/WELSH/MAHER MEDIA COVERAGE
2/12/93 - 2/26/93

Program : Channel 7 News (Monday-Friday) Date : 02/17/93
Station : KGO-7(ABC) San Francisco Time : 6:00-7:00 AM (PT

6:37- VO- MAHER ACCUSSED OF interfering in police business. MAHER tried to intervene on WELSH's behalf in sex charges against RIBEIRA. I-HALLINAN, CITY SUPERVISOR, says MAHER can't tell people who to hire. -6:38

Program : Channel 7 News at 11:30(Monday-Friday) Date : 02/15/93
Station : KGO-7(ABC) San Francisco Time : 11:30-12:00 Noon

13;51- Sexual harrassment charges against Chief of Police TONY RIBERIA to be investigated. V- The suspect and victim. -14:25

Program : Channel 7 News at 11:30(Monday-Friday) Date : 02/16/93
Station : KGO-7(ABC) San Francisco Time : 11:30-12:00 Noon

12:44 VO- SF Police office suing SF for damages icw Sexual Harrassment charges. 13:09

Program : Channel 7 News at Five (Monday-Friday) Date : 02/12/93
Station : KGO-7(ABC) San Francisco Time : 5:00-5:30 PM (PT

00.26-VO-SFPD Chief TONY RIBERA is being charged with sexual harassment. PC-Joanne Welsh, SF police officer; I need my job. I-Louise Renne, city attorney; supervisor may not interfere with the department. PC-Mayor Jordan; the facts are all going to come out. LISA STARK REPORTING.-2.44

Program : Channel 7 News at Five (Monday-Friday) Date : 02/16/93
Station : KGO-7(ABC) San Francisco Time : 5:00-5:30 PM (PT

11.43-VO-SF Police Chief is asking for an investigation of Bill MAHER. I-Terence Halinan, SF supervisor; see if it constitutes a violation of the charter. -12.48 (TZ)

Program : Channel 7 News at Five (Monday-Friday) Date : 02/19/93
Station : KGO-7(ABC) San Francisco Time : 5:00-5:30 PM (PT)

25.08-R-JOANNE WELSH has filed federal charges against SF police chief TONY RIBERA. -25.28

Program : Channel 7 News at Six (Monday-Friday) Date : 02/12/93
Station : KGO-7(ABC) San Francisco Time : 6:00-7:00 PM (PT)

14.14-VO-SFPD chief Tony Ribera has been accused of sexual harassment. PC-Joanne Welsh, SFPD; I needed to keep my job. VO-Ribera denies all charges. PC-Ribera; interfering in city departments. -15.13 (TZ)

Program : Channel 7 News at Six (Monday-Friday) Date : 02/16/93
Station : KGO-7(ABC) San Francisco Time : 6:00-7:00 PM (PT)

16.35-VO-The TONY RIBERA sex scandal continues. I-Terence Hallinan, SF supervisor; it was official misconduct. LAURA MARQUEZ REPORTING.-18.14

Program : Channel 7 News (Saturday) Date : 02/13/93
Station : KGO-7(ABC) San Francisco Time : 6:30-7:00 PM (PT)

3.35 - Allegations of sex harrassment against SFPD chief ANTHONY RIBERA as MAYOR FRANK JORDAN leaves on ASIAN trip [VO] [I] JORDAN - keep phone calls going everyday - ED LESLIE reports - 5.10

Program : Channel 7 News Tonight (Monday-Friday) Date : 02/12/93
Station : KGO-7(ABC) San Francisco Time : 11:00-11:30 PM (P

5.19 - Sex harrassment charges against SFPD CHIEF ANTHONY RIBERA [VO] [I] JOANNE WELSH of SFPD - I am mother [I] RIBERA = categorically deny - 6.10

Program : Channel 7 News (Saturday) Date : 02/13/93
Station : KGO-7(ABC) San Francisco Time : 11:00-11:30 PM (P

12.04 - Sex harrassment charges against SFPD chief while MAYOR FRANK JORDAN leaves on asian trip - ED LESLIE reports [VO] [I] JORDAN - May have to come back early - 13.37

Program : Channel 7 News Tonight (Monday-Friday) Date : 02/15/93
Station : KGO-7(ABC) San Francisco Time : 11:00-11:30 PM (P

14:54- 2 lawsuits by WELSH against SF CHIEF ANTHONY RIBERA. -R 15:15

Program : Channel 7 News Tonight (Monday-Friday) Date : 02/16/93
Station : KGO-7(ABC) San Francisco Time : 11:00-11:30 PM (P

13:12- SF CHIEF RIBERA denies sex harrassment charge. VO- BILL MAHER, WELSH imbroiled in controversy. I-TERENE HALLINAN, SUP. MAHER shouldn't go over to a dept. head and tell who should be promoted. -14:02

Program : Eyewitness News Morning Report (Monday-Friday) Date : 02/15/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 AM (PT)

6:17. VO-SFPD CHIEF ANTHONY RIBERA accused of SEXUAL HARRASSMENT by PUBLIC INFORMATION OFFICER JOANNE WELSH. PC-Welsh; filing case. I-Ribera; denies all accusations. 6:20. (TZ)

Program : Eyewitness News Morning Report (Monday-Friday) Date : 02/15/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 AM (PT)

6:21. SI-Barbara Taylor/Jane Ganahl, SF EXAMINER; discuss the RIBERA/WELSH case. 6:26.

Program : Eyewitness News at Noon (Monday-Friday) Date : 02/16/93
Station : KPIX-5(CBS) San Francisco Time : 12:00-12:30 PM (P

08:18 VO- SF Police Officer charged Police Chief of Sexual Harrassment. 08:49

Program : Eyewitness News at Noon (Monday-Friday) Date : 02/17/93
Station : KPIX-5(CBS) San Francisco Time : 12:00-12:30 PM (P

05:45 VO- SF Police Chief TONY RIBERRA says he may sue Police officer who has accused him of sexually harrassing her. 06:17

Program : Eyewitness News at Noon (Monday-Friday) Date : 02/17/93
Station : KPIX-5(CBS) San Francisco Time : 12:00-12:30 PM (P

06:18 More politics is involved with being Police Chief in San Francisco than crime I- WILLIS CASEY, Former Police Chief: you have a rope tying you to mayor I- RICHARD HONGISTO, Former Police Chief: politics is involved. I- AL NELDER, Former Police Chief: Mayor is constantly on top of Dept. / CHERYLL HURD 08:33

Program : Eyewitness News at Five (Monday-Friday) Date : 02/16/93
Station : KPIX-5(CBS) San Francisco Time : 5:00-5:30 PM (PT)

08:22 - V/VO-SF POLICE CHIEF TONY RIBERA may sue people charging him with sexual harrasment. S-RIBERA, says he feels he has been unfairly accused.-09:11

Program : Eyewitness News at Five (Monday-Friday) Date : 02/16/93
Station : KPIX-5(CBS) San Francisco Time : 5:00-5:30 PM (PT)

09:13 - V/VO-A look at the job of SF Police Chief. Interview with 3 former Chiefs. S-WILLIS CASEY, Former chief, compares job to a BONZAI Pipeline. S-RICHARD HONGISTO, Former Chief, says the PD is teeming with would-be chiefs. S-AL NELDER, Former Chief, says Mayor should have confidence in Chiefs. -11:30

Program : Eyewitness News at Six (Monday-Friday) Date : 02/12/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 PM (PT)

00 - SFPD CHIEF ANTHONY RIBERA accused of sex harassment - MANUEL RAMOS reports [VO] [I] CHIEF TONY RIBERA of SFPD - threw out supervisor [I] JOANNE WELSH OF SFPD - chief has kissed me against my will - 2.27

Program : Eyewitness News at Six (Monday-Friday) Date : 02/16/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 PM (PT)

07:34 - V/VO-SF Police Chief says he might sue the woman who is accusing him of sexual misconduct. S-TONY RIBERA, SFPD Chief, says BILL MAHER will do anything to get him out of office. S-BILL MAHER, SF Supervisor, says it is totally untrue. TOMAS ROMAN REPORTING-09:48

Program : Eyewitness News Nightcast (Monday-Friday) Date : 02/12/93
Station : KPIX-5(CBS) San Francisco Time : 10:00-11:00 PM (P

20 - SFPD chief ANTHONY RIBERA accused of sex harrassment - MANUEL RAMOS reports [VO] [I] RIBERA - threw out supervisor [I] JOANNE WELSH SF POLICE OFFICER - has discussed my personal life [I] FRANK JORDAN MAYOR - facts will come out - 2.52

Program : Eyewitness News Nightcast (Monday-Friday) Date : 02/16/93
Station : KPIX-5(CBS) San Francisco Time : 10:00-11:00 PM (P

17:47- SF CHIEF TONY RIVERA will fight against sex charges. I-TONY RIBERA, MAHER feels he can take my job away. I-BILL MAHER, SUP., I did not pressure anyone. -19:52

Program : Eyewitness News Nightcast (Monday-Friday) Date : 02/19/93
Station : KPIX-5(CBS) San Francisco Time : 10:00-11:00 PM (P

25.18 - Update on sexual harassment charges against TONY RIBERA of SFPD [VO] - 25.42

Program : This Week in No. California (Friday) Date : 02/19/93
Station : KQED-9(PBS) San Francisco Time : 8:00-8:30 PM (PT)

15.14-TONY RIBERA FACING FEDERAL COMPLAINT. SI-Jane Ganahl, SF Examiner; he could lose his job. Because FRANK JORDAN lacks that sort of critical leadership quality, people fill in that vaccuum and it gets very chaotic. -21.39

Program : Newscenter 4 (Saturday) Date : 02/13/93
Station : KRON-4(NBC) San Francisco Time : 10:00-11:00 AM (P

48 - SFPD CHIEF ANTHONY RIBERA accused of sex harassment [VO] [I] JOANNE WELSH OF SFPD - kissed me against my will [I] RIBERA - deny [I] MAYOR FRANK JORDAN - serious allegations - 3.21

Program : Midday (Monday-Friday) Date : 02/12/93
Station : KRON-4(NBC) San Francisco Time : 11:30-12:00 PM (P

01:01 Public Information Officer JOANNE WELSH at SF Police Dept appointed by Chief Riberra Offended by appointment of Co-Officer V-Boyfriend of officer Supervisor BILL MAHER icw Iberra threw him out of office. I- Chief Iberra: Maher's conduct is violation of law/ ANTHONY MOOR REPORTING 02:46 TZ

Program : Live at Five (Monday-Friday) Date : 02/12/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT)

11.06-VO-SF police chief Tony Ribera is being accused of sexual harassment. PC-Ribera; I deny harassing her. PC-Joanne Welsh, SFPD officer; has not dealt with me as professional. MARTY URIBES REPORTING.-13.25 (TZ)

Program : Live at Five (Monday-Friday) Date : 02/15/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT)

5.57-VO-There will be 3 investigations icw TONY RIBERA scandal. PC-Ribera; it's in retalliation. ANTHONY MOOR REPORTING.-8.19

Program : Live at Five (Monday-Friday) Date : 02/16/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT)

6.57-VO-TONY RIBERA sex case continues. I-Ribera; my daughter was crying. It's a vicious political attack. ANTHONY MOOR REPORTING.-9.23

Program : Live at Five (Monday-Friday) Date : 02/17/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT)

27.28-VO-A look at SF supervisor BILL MAHER. I-Terence Hallinan; he loves operating on the edge of illegality. ANTHONY MOOR REPORTING.-30.10 (TZ)

Program : Newscenter Four (Monday-Friday) Date : 02/12/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

00.06-VO-MAYOR JORDAN has ordered investigation into sex harassment charges against SFPD chief Tony Ribera. PC-Officer Joanne Welsh, SFPD; he kissed me. PC-Tony Ribera; I deny any charges. PC-Jordan; complete investigation. I-Sup. Terence Hallinan; remedy is removal from office. ANTHONY MOOR REPORTING.-3.13

Program : Newscenter Four (Monday-Friday) Date : 02/15/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

24.30-VO-JOANNE WELSH returns to her job icw TONY RIBERA sex harassment scandal.-24.58

Program : Newscenter Four (Monday-Friday) Date : 02/16/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

5.25-Live report from City Hall on RIBERA sex scandal. PC-Terrence Hallinan, SF supervisor; even supervisors can do that. I-Bill Maher, SF supervisor; no comment. I-Louise Renne, SF City attorney; it's the mayor's decision. BELVA DAVIS REPORTING.-8.28

Program : Newscenter Four (Monday-Friday) Date : 02/19/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

12.55-VO-JOANNE WELSH has filed a federal claim against SFPD chief TONY RIBERA.-13.17

Program : Newscenter 4 Late Edition (Monday-Friday) Date : 02/12/93
Station : KRON-4(NBC) San Francisco Time : 10:00-10:30 PM (P

00 - SFPD chief ANTHONY RIBERA accused of sex harrassment [VO] [I] OFFICER JOANNE WELSH of SFPD - not treated me professionally [I] RIBERA - categorically deny [I] MAYOR FRANK JORDAN - serious allegations - LINDA YEE reports - 3.15

Program : Newscenter 4 Late Edition (Monday-Friday) Date : 02/15/93
Station : KRON-4(NBC) San Francisco Time : 10:00-10:30 PM (P

5:47- SF CHIEF ANTHONY RIBERA under investigation for sex harrasment. V-RIBERA. -6:08

Program : Newscenter 4 Late Edition (Monday-Friday) Date : 02/16/93
Station : KRON-4(NBC) San Francisco Time : 10:00-10:30 PM (

3:25- SF CHIEF RIBERA sex harrassment update. I-SF. CHIEF RIBERA, I deny it. S-OFF JOANNE WELSH,Accuser, I can't say what is happening. I-BILL MAHER,SUP., I did not interfere in the internal affairs. -6:21

Program : Mornings (Monday-Friday) Date : 02/15/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

7.45 -- SI -- Mateer and Ross with Chronicle, icw Joanne Welsh accuses Tony Riberra of sex harrassment back in 1989 because she is losing her job now. 7.49

Program : Mornings (Monday-Friday) Date : 02/16/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

8.15 -- SI -- Terrance Hallinan, icw Joanne Walsh/ Riberra scandal. Everything started when Welsh found she was soon to be out of a job. Welshes boyfriend Maher, a supervisor argues on her behalf and nearly gets arrested. Hallinan argues for Maher's removal from office due to abuse of his position.TZ 8.21

Program : Mornings (Monday-Friday) Date : 02/16/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

7.01 -- SF Police spokesperson plans to file sex harrassment charges against Chief Tony Riberra. I -- Welsh is now certain that she was mental and emotionally harrassed by the unwanted advances of Riberra.7.02

Program : Mornings (Monday-Friday) Date : 02/17/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

7:07- VO- SEX HARASSMENT- RIBEIRA saying he may sue WELSH for suing him for sex harassment and will file misconduct charges against MAHER. I-TONY RIBEIRA, SF POLICE CHIEF, says that he is ashamed he allowed WELSH AND MAHER to pressure him into transferring JERRY SANKER. -7:08

Program : Mornings (Monday-Friday) Date : 02/19/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

8.17 -- SI -- Quentin Kopp, icw scandals and soap operas in City Hall. M-- Riberra icw sex harrassment, M- Maher, icw misuse of authority. TZ 8.22

Program : Two at Noon (Monday-Friday) Date : 2/12/93
Station : KTVU-2(Ind.) Oakland Time : 12:00-12:30 PM

06:51 SF Police Dept.'s chief spokesperson JOANNE WALSH claimed Police Chief Ribera sexually harraseed her I- Chief Ribera: categorically deny it. 07:51

Program : Two at Noon (Monday-Friday) Date : 02/16/93
Station : KTVU-2(Ind.) Oakland Time : 12:00-12:30 PM (P

08:18 VO- New accusations from SF Police office against Police Chief Riberra. I- Officer JOANNE WELSH: I'm telling the truth. 09:20

Program : Two at Noon (Monday-Friday) Date : 02/17/93
Station : KTVU-2(Ind.) Oakland Time : 12:00-12:30 PM (P

12:40 VO- Police Chief has threatened to sue Police Officer icw Sexual Harrasment charges. V- Board of Supervisors. 13:23

Program : Ten O'Clock News (Monday-Friday) Date : 02/12/93
Station : KTVU-2(Ind.) Oakland Time : 10:00-11:00 PM (P

5.13 - SFPD chief ANTHONY RIBERA accused of sex harrassment - BETTY ANN BRUNO rpts [VO] [I] JOANNE WELSH of SFPD - Chief has kissed me [I] ANTHONY RIBERA - dismiss categorically [I] TERRANCE HALLINAN SF SUP - allegations easily made - 7.45

Program : Ten O'Clock News (Monday-Friday) Date : 02/15/93
Station : KTVU-2(Ind.) Oakland Time : 10:00-11:00 PM (P

19:12 - V/VO-SF Police officer who accuses Chief RIBERA of sexual harrasment has new allegations of more recent events. S-JOANNE WELSH, accusing officer, says she knows what has happened to her. RANDY SHANDOBIL REPORTING-(TZ)22:45

Program : Ten O'Clock News (Monday-Friday) Date : 02/16/93
Station : KTVU-2(Ind.) Oakland Time : 10:00-11:00 PM (P

03:23 - V/VO-SFPD Chief TONY RIBERA says he may sue woman bringing charges of sexual harrasment against him. S-RIBERA, says it has been a difficult time. S-ANGELA ALIOTO, BOARD OF SUPERVISORS PRES., says it wouldn't be pretty. S-BILL MAHER, SF SUPERVISOR, says the real issue is the sexual harrasment. RANDY SHANDOBIL REPORTING-06:58

Program : Ten O'Clock News (Monday-Friday) Date : 02/19/93
Station : KTVU-2(Ind.) Oakland Time : 10:00-11:00 PM (P

21.14 - Police morale suffering as a result of charges against CHIEF ANTHONY RIBERA - RITA WILLIAMS reports [VO] [I] JOANNE WELSH of SFPD - don't want to talk about it [I] AL TRIGUERA OF POLICE OFFICERS ASSN - lower morale [I] RIBERA - will continue to be chief for a long time - 23.54

Program : Morning Drive Time (Monday-Friday) Date : 02/12/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

7.22 sexual harassment by POLICE CHIEF ANTHONY RABERRA.

Program : Morning Drive Time (Monday-Friday) Date : 02/16/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

7.33 ROBERRA seeks legal council icw sexual harassment at MISSION STATION.

Program : Morning Drive Time (Monday-Friday) Date : 02/16/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

6.42 legal fight over sexual harassment charges between police chief and WELSH. I:RABERRA.

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

7.31 MAHER investigated for misconduct.

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

6.21 TERRANCE HALANAN looking into MAHER misconduct.

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

6.22 police chief may file defamation suit.

Program : Morning Drive Time (Monday-Friday) Date : 02/19/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

7.23 welsh files claim against roberra.

Program : Morning Drive Time (Monday-Friday) Date : 02/19/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

8.06 PITTSBURGH POLICE DEPT sexual harassment complaints leads to investigation.

Program : Morning Drive Time (Monday-Friday) Date : 02/19/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

8.11 welsh formally files complaint.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

5.06 sexual harassment, police chief. C:JOANNE WELSH.
5.08 jordan, investigation, sex harassment.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

4.10 ROBERRA faces sexual harassment charges, seeking to have MAHER thrown out of office.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

4.20 WELSH accused ROBERRA of sexual harassment, suing city, police dept, chief.

Program : Evening Drive Time (Monday-Friday) Date : 02/16/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

5.08 truce between police chief and welsh. C:ROBERRA, WELSH.

Program : Evening Drive Time (Monday-Friday) Date : 02/16/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

4.12 police chief, spokeswoman on job today-case continued. C:WELSH, ROBERRA.

Program : Evening Drive Time (Monday-Friday) Date : 02/19/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

SF police chief vigorously defends himself

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

6.45 HALLANAN looking into MAHER conduct.

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

7.11 MAHER, HALLANAN.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

4.08 chief of police, sexual harassment charges.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

4.15 welsh appointment caused anger.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.08 police chief charged with sex. harassment.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.50 TERRANCE HALANAN may call for MAHER'S ousting from city council.

Program : Evening Drive Time (Monday-Friday) Date : 02/16/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

4.07 police chief sexual harassment case.

Program : Evening Drive Time (Monday-Friday) Date : 02/16/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.08 defamation suit against welsh.

Program : Morning Drive Time (Monday-Friday) Date : 02/16/93
Station : KNBR-AM San Francisco Time : 6:00-9:00 AM (PT)

ROBERRA hired lawyer icw sexual harassment charge.

Program : Morning Drive Time (Monday-Friday) Date : 02/16/93
Station : KNBR-AM San Francisco Time : 6:00-9:00 AM (PT)

JOANNE WELSH suing city, police dept icw sexual harassment claims against police chief.

Program : Morning Drive Time (Monday-Friday) Date : 02/19/93
Station : KNBR-AM San Francisco Time : 6:00-9:00 AM (PT)

welsh files claim against roberra.

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : KNEW-AM San Francisco Time : 6:00-9:00 AM (PT)

SF police chief Tony Ribera may file defamation suit against accusers.

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : K101-FM San Francisco Time : 7:00-7:05 AM (PT)

SF police chief fighting sexual harassment charges; says Maher should be investigated

Program : Morning Drive Time (Monday-Friday) Date : 02/17/93
Station : K101-FM San Francisco Time : 7:00-7:05 AM (PT)

SF police chief fighting sexual harassment charges; says Maher should be investigated

Program : Morning Drive Time (Monday-Friday) Date : 02/19/93
Station : KQED-FM San Francisco Time : 6:00-9:00 AM (PT)

joanne welsh files formal complaint against roberra.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KQED-FM San Francisco Time : 4:00-7:00 PM (PT)

4:35- SF Police Chief Anthony Rivera denies sexual harassment charges.

Program : Evening Drive Time (Monday-Friday) Date : 02/12/93
Station : KQED-FM San Francisco Time : 4:00-7:00 PM (PT)

5:34- SF Supervisor Angela Alioto says hearing will be held on sex harassment charges of police chief.

Program : Evening Drive Time (Monday-Friday) Date : 02/19/93
Station : KQED-FM San Francisco Time : 4:00-7:00 PM (PT)

16.35 JOANNE WELSH brings formal charges against police chief with EQUAL EMPLOYMENT OPPORTUNITY COMISSION

Program : Evening Drive Time (Monday-Friday) Date : 02/19/93
Station : KQED-FM San Francisco Time : 4:00-7:00 PM (PT)

16.35 sexual harassment charges made in police dept. in Pittsburgh.

Program : Morning Drive Time (Monday-Friday) Date : 02/19/93
Station : KSFO-AM San Francisco Time : 6:00-6:15 AM (PT)

welsh files complaint.

Program : Channel 7 News (Monday-Friday) Date : 02/24/93
Station : KGO-7(ABC) San Francisco Time : 6:00-7:00 AM (PT)

6:31- VO- HARASSMENT CHARGES- S-HARRY LOW, POLICE COMMISSION, says they need to take action in the RIBEIRA, WELSH, MAHER case. I-SF RESIDENTS. -6:33

Program : Channel 7 News Tonight (Monday-Friday) Date : 02/23/93
Station : KGO-7(ABC) San Francisco Time : 11:00-11:30 PM (

11:16- SF POLICE CHIEF RIBERA sex charges continue. V-
POLICE COMMISSION review case. S-JUDGE HARRY LOW,
we've just scratched the surface. -13:20

Program : Eyewitness News (Saturday) Date : 02/20/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-6:30 PM (PT

4.08 - SFPD officer JOANNE WELSH had sex harassment
charges filed before [VO] - 4.37

Program : Eyewitness News at Six (Monday-Friday) Date : 02/23/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 PM (PT

04:06 - V/VO-POLICE COMMISSION of SF holds meeting on
how to deal with CHIEF RIBERA sexual misconduct
allegations. S-ELIZABETH TOLEDO, SF NOW, says both
principals should go on leave. I-Attorney. DOUG
MURPHY REPORTING-06:01

Program : Eyewitness News Nightcast (Monday-Friday) Date : 02/23/93
Station : KPIX-5(CBS) San Francisco Time : 10:00-11:00 PM (

11:33- SF POLICE CHIEF investigted for sex charges.
S-JUDGE HARRY LOW, POLICE COMMISSION, we will
investigate. -13:34

Program : Daybreak (Monday-Friday) Date : 02/24/93
Station : KRON-4(NBC) San Francisco Time : 6:00-7:00 AM (PT

03:28- VO- WELSH throws new charges at RIBEIRA.
Investigation expanding. I-JUDGE HARRY LOW, POLICE
COMMISSION, says they're also looking into the charges
by RIBEIRA about MAHER. -04:18

Program : Newscenter Four (Saturday) Date : 02/20/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT

13.04 - OFF JOANNE WELSH of SFPD apparently made
accusations of sex harassment before [VO] - 13.25

Program : Live at Five (Monday-Friday) Date : 02/23/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT

00.00-VO-A look at TONY RIBERA sex harassment case.
PC-Nancy Pritikin, Ribera's attorney; he's been doing
his job. -00.51

Program : Newscenter Four (Monday-Friday) Date : 02/23/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

2.44-VO-Police commission will meet on TONY RIBERA scandal. I-Ribera; I'm confident. I'll be exonerated. PC-Elizabeth Toledo, SF N.O.W. pres.; they may be intimidated. PC-Nancy Pritikin, Ribera's attny.; her character is relevant. ANTHONY MOOR REPORTING.-4.51

Program : Newscenter 4 Late Edition (Monday-Friday) Date : 02/23/93
Station : KRON-4(NBC) San Francisco Time : 10:00-10:30 PM (P

00:12- SF POLICE CHIEF RIBERA sex chargees continue to pour in. M-NOW icw JOANNE WELSH. V-polce commission meeting. S-JUDGE HARRY LOW, we will investigate. -3:31

Program : Mornings (Monday-Friday) Date : 02/24/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

8.16 -- SI -- Matier and Ross, icw Delano prison, Joann Welsh and Toni Riberra sex harrassment case. 8.20

Program : Mornings (Monday-Friday) Date : 02/24/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

7.02 -- San Francisco police commission refuses to put Chief Riberra and Joann Welsh on temporary leave. I -- Judge Low who is satisfied with the proficiency of the investigators.7.03

Program : Two at Noon (Monday-Friday) Date : 02/24/93
Station : KTVU-2(Ind.) Oakland Time : 12:00-12:30 PM (P

15.47 - Riberra and Welsh will both remain on duty during sex harrassment charges.16.37

Program : Ten O'Clock News (Monday-Friday) Date : 02/23/93
Station : KTVU-2(Ind.) Oakland Time : 10:00-11:00 PM (P

17:24 - V/VO-More controversy in SFPD Chief sexual misconduct charges. SF POLICE COMMISSION holds special meeting to deal with the issue. S-JUDGE HARRY LOW, POLICE COMM CHAIRMAN, says he is satisfied with the investigation. I-Attorney. M-NOW. FAITH FANCHER REPORTING-20:20

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

8.22 sf police commission taking no action in riberra/welsh case.

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

6.10 RIBERRA sexual harassment charges, police commission meeting. I:HARRY LOW.

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

5.05 tax evasion charges, ribera

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

5.20 ribera refuses to go on leave.

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

4.06 NATIONAL ORGANIZATION FOR WOMEN suggests both ribera and welsh be placed on administrative leave.I-RIBERA'S LAWYER. police comission to meet in closed session

Program : Morning Drive Time (Monday-Friday) Date : 02/23/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

7.44 NOW says riberra and welsh need to step down.

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

8.21 police meeting, riberra, welsh.

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

6.20 I:WELSH says RIBERRA continued to harrass her.

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

7.09 welsh, riberra. I:WELSH.

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.07 welsh gets support from NOW; ELIZABETH TOLEDO, PRES- says process works against welshj

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.09 ribera says he will sue. I-NANCY PRITKIN, LAWYER

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

4.06 NOW press conference.I-ELIZABETH DWEEDO-trying to making things better icw ribera welsh scandal

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

4.09 ribera plans to sue welsh and maher.I-NANCY PRITKIN, RIBERAS LAWYER.

Program : Evening Drive Time (Monday-Friday) Date : 02/23/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

6.07 LI-JOANNE WELSH-HARASSMENT CONTINUED AFTER '89 case recap

Program : Morning Drive Time (Monday-Friday) Date : 02/22/93
Station : KNBR-AM San Francisco Time : 6:00-9:00 AM (PT)

sf police chief hired pr firm for his image.

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KNBR-AM San Francisco Time : 6:00-9:00 AM (PT)

RIBERRA lawyer comments on WELSH, letter in support of him read.

Program : Morning Drive Time (Monday-Friday) Date : 02/24/93
Station : KNBR-AM San Francisco Time : 6:00-9:00 AM (PT)

welsh, riberra.

Program : Channel 7 News (Monday-Friday) Date : 02/26/93
Station : KGO-7(ABC) San Francisco Time : 6:00-7:00 AM (PT)

6:32- VO- BILL MAHER apologized for storming into RIBEIRA'S office to tell him to give his girlfriend her job back.PC-BILL MAHER, SF SUPERVISOR, says he used poor judgement. S- MAHER'S LAWYER.-6:34

Program : Channel 7 News at Six (Monday-Friday) Date : 02/25/93
Station : KGO-7(ABC) San Francisco Time : 6:00-7:00 PM (PT)

30.17-VO-SF supervisor BILL MAHER publicly apologized to chief TONY RIBERA for the confrontation in Ribera's office, but says apology has nothing to do with JOANNE WELSH and harassment charges. PC-Maher; I am sorry. -31.00

Program : Channel 7 News Tonight (Monday-Friday) Date : 02/25/93
Station : KGO-7(ABC) San Francisco Time : 11:00-11:30 PM (P

12:19- SUP. BILL MAHER apologizes to SF CHIEF for involvment. V-MAHER press conference. -13:08

Program : Eyewitness News Morning Report (Monday-Friday) Date : 02/26/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 AM (PT)

6.49. HL. JOANNE WELSH, SFPD, fails POLYGRAPH TEST ICW SEX HARRASSMENT BY CHIEF ANTHONY RIBERA. Test given by SF EXAMINER. 6.50.

Program : Eyewitness News Morning Report (Monday-Friday) Date : 02/26/93
Station : KPIX-5(CBS) San Francisco Time : 6:00-7:00 AM (PT)

6.20. VO-BILL MAHER public apology to SFPD CHIEF RIBERA icw confronting him on SEX HARRASSMENT to his girlfriend. PC-Maher. 6.22

Program : Eyewitness News at Noon (Monday-Friday) Date : 02/26/93
Station : KPIX-5(CBS) San Francisco Time : 12:00-12:30 PM (P

08:29 VO- SF EXAMINER reporting that SF Police Officer Joanne Welsh failed Lie Detector Test icw Charges of sexual harrassment I-PHIL BRONSTEIN, Test administrator. M- BILL MAHER, SF Supervisor icw publicly apologized C-Apology 10:30 Tz

Program : Eyewitness News Nightcast (Monday-Friday) Date : 02/25/93
Station : KPIX-5(CBS) San Francisco Time : 10:00-11:00 PM (P

12:51-SF SUP MAHER apologizes to BILL MAHER. S-BILL MAHER, Argument with chief was wrong. S-MAHER, I am sorry. -13:58

Program : Live at Five (Monday-Friday) Date : 02/25/93
Station : KRON-4(NBC) San Francisco Time : 5:00-5:30 PM (PT)

1.24-Live report from BILL MAHER's attorney's office in SF on RIBERA case. Maher apologized for storming into Ribera's office. PC-Maher; a heated exchange between friends. PC-William Murphy, Maher's lawyer; it's a public apology. BELVA DAVIS REPORTING.-3.51

Program : Newscenter Four (Monday-Friday) Date : 02/25/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

00.05-VO-Supervisor BILL MAHER apologized to Chief TONY RIBERA. PC-Maher; an apology is appropriate. PC-William Murphy, Maher's lawyer; it's a public apology. -1.45

Program : Newscenter Four (Monday-Friday) Date : 02/25/93
Station : KRON-4(NBC) San Francisco Time : 6:00-6:30 PM (PT)

1.45-Live report from City Hall on MAHER apology. I-Terence Hallinan, SF supervisor; you've still robbed a bank. BELVA DAVIS REPORTING.-3.06

Program : Newscenter 4 Late Edition (Monday-Friday) Date : 02/25/93
Station : KRON-4(NBC) San Francisco Time : 10:00-10:30 PM (P

00:53- SF SUP. MAHER apologizes to SF CHIEF for meddling. S-SUP MAHER, I apologize for what has happened. I-BARBARA KAUFMAN,SUP, he had the guts to come foreward. I-TERENCE HALLINAN, he also admits it. -3:02

Program : Mornings (Monday-Friday) Date : 02/26/93
Station : KTVU-2(Ind.) Oakland Time : 7:00-9:00 AM (PT)

7.01 -- Joann Welsh failed a lie detector twice icw sex harrassment case. Bill Maher apologises for incident with Tony Riberra. S-- Maher, tired apology. 7.02

Program : The Ten O'Clock News (Saturday) Date : 02/25/93
Station : KTVU-2(Ind.) Oakland Time : 10:00-10:30 PM (P

28.30 -- Bill Maher makes a public apology to Tony Riberra icw sex harrassment case of Joann Welsh. S -- Maher, reading from the politicians apology formula and grovelling spinelessly at any excuse with which he might save his job.29.30

Program : Morning Drive Time (Monday-Friday) Date : 02/26/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

8.06 maher, welsh, riberra.

Program : Morning Drive Time (Monday-Friday) Date : 02/26/93
Station : KCBS-AM San Francisco Time : 6:00-9:00 AM (PT)

7.13 RIBERRA says no comment on MAHER's apology.
I:MAHER.

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

5.06 Maher apologizes to Ribera, says he was absolutely wrong.PC-Maher

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

4.20 Bill Maher apologizes to Ribera

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KCBS-AM San Francisco Time : 4:00-7:00 PM (PT)

4.22 Maher apologizes.PC-MAHER:I used poor judgement

Program : Morning Drive Time (Monday-Friday) Date : 02/26/93
Station : KGO-AM San Francisco Time : 6:00-9:00 AM (PT)

8.22 maher sorry.

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

6.10 maher rumors-apology political last ditch effort
6.13 welsh not resigning

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

4.12 Maher apologizes to Ribera

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.10 rumors re: Maher- trying to sway votes for board, maher and welsh only talking through attorneys

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.11 LI-MARK SCHINKMAN, WELSH'S LAWYER: welsh not resigning, welsh's relationship with maher irrelevant

Program : Evening Drive Time (Monday-Friday) Date : 02/25/93
Station : KGO-AM San Francisco Time : 4:00-7:00 PM (PT)

5.32 LI-ANGELA ALIOTO: maher might be ousted, will probably get uglier

Program : Morning Drive Time (Monday-Friday) Date : 02/26/93
Station : KNEW-AM San Francisco Time : 6:00-9:00 AM (PT)

8.00 maher apologizes.

Program : Morning Drive Time (Monday-Friday) Date : 02/26/93
Station : K101-FM San Francisco Time : 6:00-6:15 AM (PT)

maher is sorry.
budget problems causing the poison control center to close. I:WENDY IWATA.

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